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Jerusalem talks start late after Israeli compromise on agenda

After an anxious weekend, when the Sadat peace initiative seemed on the point of collapse, Israeli and Egyptian negotiators will sit down in Jerusalem tomorrow, a day late, to tackle the political complexities of the Middle East dispute. An agenda apparently amended more to Cairo's liking emerged after the sudden Washington announcement that Mr Vance, the Secretary of State, had cancelled his departure for Jerusalem. He is now expected there this afternoon.

Mr Vance delays his arrival

From David Watts in Cairo and Michael Kline in Jerusalem, Jan 15

The Middle East peace initiative was back on course tonight after it appeared the whole delicate structure was about to collapse.

Because of a lengthy dispute over the agenda, there were doubts as to whether the Egyptians would send a delegation to the political negotiations due to begin in Jerusalem tomorrow.

But after a day and night of diplomatic contacts, the Egyptians changed their minds and their negotiating team arrived in Jerusalem tonight, though the talks will not get under way until Tuesday because of the last-minute delay.

To add to the confusion Mr Cyrus Vance, the United States Secretary of State, suddenly delayed his departure from Washington. He is now expected in Jerusalem tomorrow afternoon.

Egypt had proposed that the agenda include an item discussing "self-determination" for the Palestinians. This formulation was unacceptable to the Israelis. The other two items are understood to concern the nature of peace and the declaration of principles which will cover the broader perspectives of a peace agreement.

With the fate of the negotiations apparently in the balance, the Israeli Cabinet met for three hours this morning. Afterwards, Mr Begin, the Prime Minister, said an agenda had been accepted and its contents sent to Mr Samuel Lewis, the United States Ambassador.

Later, Mr Lewis was quoted as saying he had transmitted "a very reasonable proposal" to Egypt by way of the American Ambassador in Cairo, Mr Herman Eilts.

The proposed Israel amendment to the agenda was taken to President Sadat at his residence by the Nile but Egyptian officials declined to reveal details.

President Sadat then cancelled a planned meeting with the delegation due to go to Jerusalem and convened a meeting of the National Security Council, the highest body in the country, which has not met since the decision on Mr Sadat's visit to Jerusalem was taken.

Three hours of debate followed on whether Egypt should take Mr Vance's lead and stay away from the talks, thus virtually killing off the present initiative.

General Ezer Weizman, the Israel Defence Minister, and leader of the Israeli delegation to the military committee discussions which recessed here on Thursday, had indicated that he would not be returning for further talks on the military front until the political committee had met.

After the meeting, Mr Muhammad Kamel, the Egyptian Foreign Minister, said Egypt's reluctance to attend the meeting had sprung from the announcement of Mr Vance's non-attendance and the problem over the agenda. "We are now going because we intend to continue the peace process till the end. We think we should not lose any opportunity or time."

The political committee meetings in Jerusalem are aimed at agreeing on a set of peace principles. Mr Sadat has been taking a number of pessimistic views of the chances of success for the conference during the last week.

In an interview with the magazine *October*, he said he thought there was "absolutely no hope" of a declaration of principles being agreed upon.

The hard bargaining over the agenda is an indication of how fraught with difficulties the negotiations will be. Both governments appear to have com-



Past and present figures from American political life stand behind the military guard at the memorial service for Hubert Humphrey in Washington yesterday: Mr Nixon, Mr Ford, Mrs Carter, Mr Nelson Rockefeller, Mr Carter, Mrs Rockefeller and Mr Humphrey.

US farewell to Hubert Humphrey

From David Cross in Washington, Jan 15

Mr Hubert Humphrey, the former Vice-President, who died on Friday night, was the "most beloved of all Americans", President Carter said today as the Washington establishment bade farewell to one of the most powerful and popular figures in recent American political life.

At critical times in our history, the United States has been blessed by great people

US farewell to Hubert Humphrey

who just by being themselves give us a vision of what we are at our best and of what we might become. Hubert Humphrey was such a man," the President said.

Mr Carter, who was seated in front of former Presidents Ford and Nixon, was speaking during a solemn and moving memorial service in the grounds of the Capitol building here.

Throughout the hour-long service, the first of its kind since a similar tribute was paid to the late President Johnson in 1973, Mr Carter held the hand of Mrs Muriel Humphrey, who had shared her husband's political life for more than 30 years.

In his eulogy, Mr Carter recalled that Mr Humphrey's goal had been to become president of the United States. "But he

US farewell to Hubert Humphrey

was a big man and without bitterness, he gave his support to the new President," he added in a reference to the late Vice-President's defeat by Mr Nixon in 1968.

He had been a source of inspiration and conscience to all, but particularly to all American leaders since President Truman, Mr Carter said. "When he first visited me in the Oval Office I felt he should have served there."

In addition to the only two living former Presidents, the service was attended by Mrs Lady Bird Johnson, whose husband Mr Humphrey served as Vice-President from 1964 to 1968.

Mr Nixon was making his first appearance in the American capital since he resigned the

US farewell to Hubert Humphrey

presidency. He flew in late yesterday accompanied by an aide, and refused to answer questions put to him by a large group of reporters who accompanied him on the commercial flight and awaited his arrival at the airport here.

Mr Humphrey died peacefully at his home at Waverly, Minnesota, late on Friday night surrounded by his wife and their four children. Although his death from terminal pelvic cancer was inevitable, the end came more quickly than expected.

At the beginning of last week he had told friends confidently that he would return to Washington this week to attend a new session of Congress.

When news of his death reached the President, Mr

US farewell to Hubert Humphrey

Carrier arranged for the presidential aircraft to fly to Minnesota to bring the body to Washington for the lying in state.

At Andrews air force base, on the outskirts of the city, Mr Walter Mondale, the Vice-President and Mr Humphrey's political protégé, led the escort of honour yesterday morning as the coffin, draped with the Star and Stripes, was carried across the tarmac to a 19-gun salute.

Mr Mondale then accompanied Mrs Humphrey and the coffin to the Capitol, where it was placed on a black velvet catafalque, originally made for President Lincoln, under the building's rotunda.

Throughout the day and all

US farewell to Hubert Humphrey

Continued on page 5, col 3

Mr Varley to tell Commons that he was not asked for BSC figures

By Michael Hatfield Political Reporter

Mr Varley, Secretary of State for Industry, plans to make a statement in the Commons today in which he will reject suggestions that he was involved in a cover-up over British Steel Corporation losses or that he deliberately withheld information from the Commons.

It comes after the disclosure that ministers were alerted by the board of BSC last April to an expected loss of £330m in its financial year ending March 1978, and that three months later the corporation advised the Government that the loss could be £466m. Those figures were later given to the Select Committee on the Nationalized Industries.

Although he will resist demands that he should disclose the confidential letters between himself and Sir Charles Villiers, Mr Varley is expected to say that he would have been prepared to give the figures to the select committee if he had been asked, but he never was.

The select committee is to meet tomorrow to decide what further action it should take in response to growing demands that the correspondence should be disclosed.

Mr Russell Kerr, chairman of the select committee, said last night that he hoped that in view of the weekend disclosures Mr Foot, the Leader of the House, would feel that a new and disturbing aspect of the matter had been opened up which warranted wholehearted cooperation and investigation.

In other words, Mr Kerr would like to see Mr Foot and his ministerial colleagues drop their resistance to the disclosure of the confidential letters. Ministers believe that those Labour backbenchers who are campaigning for disclosure are falling into a Tory trap.

They say that not only would it be against precedent, but the revelation last summer that British Steel faced such losses, which the need for arbitrary closure of steel mills, could have caused a strike in the industry, with a subsequent further denting of Labour morale, which was already desperately low at the time.

Mr Varley is expected to say that he would have been prepared to give the figures to the select committee if he had been asked, but he never was.

The Speaker, Mr Thomas, is to rule in the Commons today whether Mr Varley is in contempt of the House for refusing to supply the papers.

Sir Charles Villiers says in a letter to *The Times* today that the suggestion that BSC

Italian Premier may be asked to stay

From Our Own Correspondent Rome, Jan 15

Signor Giulio Andreotti, the Italian Prime Minister, today prepared to disband one government and then to form another.

After briefing his Cabinet tomorrow morning he will go to the Quirinale Palace to submit his resignation to President Leone. Later in the week the President is likely to ask him to try his hand at putting together his fourth administration.

The present Government, the country's thirty-ninth since the fall of fascism, has been an unconsciously long time in dying, though it was doomed from the moment that the Communists followed by power workers over demanding an emergency coalition to replace Signor Andreotti's minority Christian Democratic Administration.

The one gain achieved by this shuffling is that the spheres of influence have been sharpened and threatening. The Communists seem to be over their first angry reaction to the refusal of the Christian Democrats to consider their inclusion in the Cabinet.

Neither of the main parties is allowing the American warning against increased Communist influence to upset the real terms of the difficult negotiation to come. The American intervention annoyed both parties,

which it was probably intended to do, and has brought some critical press comment.

It is regarded as indicative that the Republicans, who first called for the Government's downfall, are now less imperative in their demands. Senator Giovanni Spadolini said yesterday after calling on the Prime Minister that his party was as much for an emergency programme as for an emergency government.

The Republicans are, however, publicly opposed to Signor Andreotti himself, and this could be a complication in the first stage at least of the talks.

The calming of tempers does not detract from the view that the forthcoming weeks will be difficult in any event and possibly decisive for Italy's democratic future. More than party labels are at stake.

If Signor Andreotti fails to work out a formula acceptable to both his party and the opposition, an early election seems inevitable.

A quick poll would probably suit the Christian Democrats, who are quietly confident of increasing the 38 per cent of the vote they won in June, 1976.

The Communists have little appetite for an election, even though they, too, could expect to raise their vote.

More protests, page 5
At the crossroads, page 12

Tories plan to reduce rate of immigration

By Our Political Reporter

Conservative proposals on immigration are to be presented by Mr William Whitelaw, spokesman on home affairs, to his Shadow Cabinet colleagues in the next few weeks.

Preparatory work, under a group headed by Mr Keith Speed, a junior home affairs spokesman, is now complete but has yet to be seen and endorsed by Mr Whitelaw.

The draft report renews the Conservative pledge to reverse significantly the rising trend in immigration. The new proposals include re-examining the rules relating to dependent immigrants and students overstaying their time.

There is no question, however, of the Conservatives changing their support of the right of United Kingdom passport holders in East Africa to come to Britain, provided that the Government's estimate of 30,000 Asians involved is not wildly inaccurate.

Mr Speed said yesterday that the official Conservative commitment last year was to work towards an end of immigration. A select committee on race relations was due to report shortly and its conclusions were likely to force all parties to clarify their ideas on immigration.

"Immigrants themselves have already expressed concern to us about the level of immigration into Britain," he said. "A number of immigrants still coming in is making the job of race relations that much more difficult, in jobs in inner cities and in housing."

The Conservative pledge to work towards an end to immigration could not be fulfilled overnight, but "we must reverse the rising trend and then in a decent, humane and sensitive way carry out the policy over a number of years."

"Vote-catching" charge - Immigrant leaders yesterday attacked the Conservative proposals (the Press Association reports). Mr Pratul Patel, secretary of the Committee of United Kingdom Citizens, said it seemed that the Tories were "jumping on the National Front bandwagon. If the Tories pursue this policy, I think the next election will be fought purely on racial lines."

Mr Tariq Azim Khan, general secretary of the National Organisation of African, Asian and Caribbean Peoples, described the plan as a "very dangerous vote-catching drive". He thought it likely that his organization would call for a royal commission to investigate immigration.

Young Liberals urge party to end the pact

The Young Liberals, meeting in Sheffield yesterday, reversed their previous policy and called for the party's pact with Labour to be ended.

Mr Patrick Coleman, their chairman, expressed "disappointment that in 10 months of the pact nothing concrete or radical has been achieved."

The Young Liberals support Mr Steel's leadership but not his strategy and refuse to be held to ransom by threats of resignation", he added.

Scottish support, page 4

Blackout threat over power workers' pay

By Christopher Thomas Labour Reporter

The Electricity Council has just over a fortnight in which to devise a pay offer to Britain's 95,000 power workers to remove the danger of widespread blackouts starting in February or March.

The prospects are not good. The four unions involved have made it clear that an offer within the 10 per cent guidelines is unacceptable, and in response the Electricity Council emphasized that it would not breach the limit.

The main danger of trouble comes from the Drax Yorkshire power stations of Drax, Ferrybridge and Eggborough, which were at the centre of unofficial action that caused widespread blackouts in November.

If the employers stick rigidly to the guidelines, their offer will be put to the power workers either by a national ballot or a delegate conference. Official industrial action might follow if it was rejected.

The Electricity Council has promised a detailed and specific offer to the manual unions on February 2, and from that point the danger of unofficial action is high. The only chance of avoiding a damaging recurrence of trouble is through a productivity deal, which union leaders believe would have to be at least as good as the technical and engineering grades are also restive. They are due for an early deal, and their union, the Electrical Power Engineers' Association (EPEA), wants increases that take account of differentials for skill and responsibility.

The EPEA, part of the newly formed Engineers and Managers Association, negotiates for engineers, scientists and managers.

Mr John Lyons, general secretary, said the threat of a strike by industrial unions about March was "real but not inevitable."

He added that a head-on clash appeared unavoidable. The Government must recognize that it could not bulldoze everybody all the time. "There is no way that this or any government can either counter an all-out strike in the electricity supply industry or live with it for more than a few hours."

The manual unions have presented a seven-point claim to operate from mid-March. Mr Jack Biggin, secretary of the unions' negotiating committee, said last night that the "magnificent contribution" to productivity by power workers over the past nine years had not been properly rewarded. Manpower had been reduced by 50,000 and manning levels were so tight that not much more could be squeezed out of them.

He added: "Mineworkers are getting £23 for productivity. Our productivity is certainly as good as theirs, and we want a slice of the cake, perhaps a much bigger slice. We subscribed to the run-down in manning and we want much more money for the improved productivity we have achieved."



THE DISASTER ENDURES - THE SURVIVORS SIT AND WAIT.

Bitterness as firemen go back to work

Reconciliation between firemen who took part in the nine-week strike and those who did not, began as the strikers prepared to return today. A senior union official said: "The potential for friction is frightening."

Merseyside firemen are to get an interest-free loan of £150 to tide them over until their first salary since the strike began arrives next month.

Page 2

Muzorewa attack on Dr Owen

Bishop Abel Muzorewa has accused Dr Owen, the Foreign Secretary, of trying to wreck Rhodesia's internal settlement talks and revive the Anglo-American peace plans to improve his own election chances. Dr Owen wanted to "sacrifice 200 Zimbabweans a week" to keep his parliamentary seat.

Page 5

Larger share of EEC fish for UK

British fishermen will be offered a substantial increase in their share of the EEC catch under proposals which the European Commission is expected to submit today. The British share is expected to be about 900,000 tonnes.

Page 2

Academics favour £2,000m tax cuts

Tax cuts of about £2,000m have been called for by a panel of academic economists meeting senior Bank of England officials. The officials must now consider the implication of such a move on the exchange rate and growth target.

Page 15

Brearey's left arm broken

Michael Brearey, England's Test captain, suffered a broken left arm after being hit by a rising ball from Sikander Bakht in a one-day match against Sind Cricket Association at Karachi. Last night he was flying home. His place on tour will be taken by Clive Radley.

Page 7

Cypriot sides meet

The leaders of the divided Greek and Turkish Cypriots met in Nicosia, brought together by Dr Waldheim, the United Nations Secretary General. Despite Dr Waldheim's optimism, the atmosphere was said to have been cold.

Page 5

Pollution talks fail

Delegates to the conference in Monaco on pollution of the Mediterranean have broken up without agreement. The stumbling block was the difficulty of defining land sources of pollution, with the underlying worry at the high cost, particularly for poorer countries.

Page 4

Prices 'terror'

Mrs Oppenheim, Tory spokesman on prices and consumer affairs, accused the Price Commission of operating a reign of terror.

Page 4

Andretti triumphs

Marjo Andretti, of the United States, driving a Lotus, won the Argentine Grand Prix, the first event in the world championship. Laus (Brazil) was second, Depallier (Elfham) third and Hunt (McLaren) fourth.

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Management: Rodney Cowton asks when will industry measure up to the needs of talented youth?

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HOME NEWS

Scottish Liberals back pact but Welsh party wants it to end before next general election

From Ronald Faux
Glasgow

Mr Steel, the Liberal leader, will face next Saturday's Liberal assembly at Blackpool armed with a massive vote of confidence from the Scottish Liberals for himself, his pact, and his strategy.

It had been widely expected that an attempt to bring the pact with the Government would fail. That it failed massively by 210 votes to 12 at the special conference in Glasgow on Saturday provided the emphatic stamp of approval which the party executive had sought.

The vote was for an executive resolution to continue the agreement until the Parliamentary Liberal Party determined it was no longer essential to economic recovery. The amendment, which was defeated, argued that the necessary stability for economic recovery had been achieved, and therefore the agreement no longer served a useful purpose for the country or the party and should be ended.

Mr Donald Gorrie, former

administrative secretary of the party, made it clear that the amendment was not an attack on the leaders of the Scottish or other British parties, or on the original idea of the pact. But if there was to be a pact, he said, the Government must pay a price for it. By his reckoning there had been nothing out of it for the Liberal Party, and it was unlikely to win more concessions from the Government.

Mr Russell Johnston, MP for Inverclyde and leader of the Scottish Liberal Party, said that the fundamental question was whether the Liberal Party, having freely entered into an agreement to provide for economic recovery, should now break that agreement because it had not got what it had not demanded, a proportional representation system for Europe.

"In my judgment, if we follow such a course we not only show ourselves to be unreliable allies, we consciously jeopardise a real chance to see development very much of cooperation and partnership in politics we ourselves advocated so long."

Mr Menzies Campbell, chairman of the policy committee, said the pact's immediate

effect had been to give stability to a political system which, under the influence of inflation and the extravagant right-wing proposals of Mrs Thatcher, showed signs of coming apart at the seams.

Mr Steel did not take part in the debate, but after the vote he received a standing ovation. "I only wish those members of the party executive in England I met last night who were busy telling me how the party was disintegrating had been here today," he said.

Welsh voters: Welsh Liberals have decided that the pact should end in time for the next general election, an entirely independent political line in time for the next general election, (Tim Jones writes).

But the Welsh Liberal Party Council meeting in Llanidloes on Saturday gave full authority to Mr Steel to end the arrangement at the time of his choosing.

The only resolution before the meeting said the pact should be ended by the parliamentary party at its discretion but emphasized that the party machine must have time to campaign to prevent the polarization of voters to either Labour or Conservative.

Welsh people, the resolution stated, would acknowledge and endorse Liberal achievements when they compared the performance of the Labour Party when it was under the influence of its own extremism with its performance under Liberal influence.

"It is convinced that the right strategy for the Liberal Party is to aim at holding the balance of power again in the next Parliament with a view of enabling Liberal influence to be exercised over any government, whether Labour or Conservative."

The present agreement, delegates decided, is justified only until progress towards financial and economic stability for the country is assured.

At a meeting in Aberystwyth the National Council of Ffled Cymru reaffirmed its contention that the Welsh devolution Bill should be amended during the committee stage in the Commons to secure equality with Scotland. It also called on the Government to include a second question on full self-government for Wales in the referendum on the Welsh assembly.

Government told social service plan 'not tenable'

By David Nicholson-Lord

Serious questioning of progress made on the Government's social service strategy is contained in a memorandum published today by the officers of the Personal Social Services Council.

Commenting on the discussion document, *The Way Forward*, published last year, they say that unless extra finance is provided the move towards community care and the concentration on priority groups such as the elderly, families at risk and the mentally ill and handicapped will not take place.

Without additional resources, the Government's broad strategy is no longer tenable, the memorandum says, and the officers add that local authorities should be given interim guidance on national priorities until finance can be released from the general and acute hospital sector.

The officers of the council, which was established in 1973 to provide independent advice on social services policy, reject the Government contention in *The Way Forward* that the memorandum, which sets out the long-term strategy remains unaltered.

They say that increases in spending on general and acute hospitals seem likely, that unit costs, particularly in residential care, are rising and that further increases in the social services and community health capital programme have taken place since the 1976 consultative document, on which *The Way Forward* was based.

Their memorandum proposes new methods of funding social services, including a change in the way that local authorities are funded, and a change in the way that the Government's social services policy is implemented.

Although they sympathize with the Government's desire not to increase local targets, they say that that has made the pattern of national priorities almost impossible to discern. Free meals campaign: A national advertising campaign to increase the acceptance of free meals has been launched by the Child Poverty Action Group in the light of figures suggesting that parents of 630,000 children may not be claiming their entitlement.

The group has suggested to Mrs Williams, Secretary of State for Education and Science, that her department should write to every family in Britain explaining the free meals entitlement.

'Police state attitude' over control of prices

By Our Political Reporter

The Price Commission was accused yesterday of running a reign of terror with all the characteristics of an East European police state by Mrs Sally Oppenheim, Opposition spokesman on prices and consumer affairs.

In a ferocious attack on the commission's investigations, Mrs Oppenheim declared: "Is it any wonder that companies are terrified to invoke the Price Commission media, with their star-chamber powers? A Price Commission, which is heavily loaded with left-wing activists."

She told a meeting in Gloucester that the activities of the commission must be viewed with great concern, for it had established what almost amounted to a reign of terror. Among other things, it was having the effect of significantly distorting the rate of increase in prices. That was not the same thing as a genuine reduction in the rate of inflation.

Mrs Oppenheim said the commission had bullied companies into withdrawing or modifying increases, to the extent that some of them were prepared to work at a loss rather than pay price rises. The mere threat of a Price Commission inquiry was enough to send shivers down the spines of most companies.

She said the commission's actions since its inception had more than justified the fears expressed by the Tories when the legislation was going through Parliament. British industry now realized that the commission's wide-ranging powers posed a serious threat.

Companies were forced to suffer disruption by having "inexperienced and meddling" investigators searching through their books and demanding information companies should not be asked to give. She said the tactics used by the commission in its investigations, and said that at worst those investigations could bring companies to the verge of bankruptcy.

"Inflation has not been prevented, it has merely been delayed for a period which no doubt coincides with this Government's electoral interests." As a result the country could expect a burst of delayed price increases in the second half of the year.

Mrs Oppenheim gave a warning that competition in industry was being put at risk by an aura of distrust being built up between industry and government during the Prime Minister's reign, and she urged Mr Hattersley, Secretary of State for Prices and Consumer Affairs, to look at ways of curtailing the commission's powers "before too much irreparable damage has been done."

Duke sued

A writ has been issued by the Board of Inland Revenue against the Duke of St Albans, aged 62, of Chesham, Cheshire, alleging non-payment of £182,000 in surtax, capital gains tax and interest on 1971-75 assessments.

He echoed a leading member of the agricultural hierarchy who had been the first to speak after Mr Silkin addressed the Farmers' Club on Wednesday. Others stood up almost as if they had rehearsed their cues to tell the minister that he was disastrous and dangerous. Another said that farmers detested Mr Silkin who realised that he certainly did not hate them.

"I can warn to a man like that," Sir Henry said, although he felt no animosity towards the minister, he said Mr Silkin had shown by passing up opportunities to strengthen British agriculture that he did not understand it. "When I was a farmer, I was always said 'I have never said never' and I have never said 'Yes'." "This is something I have been considering for a long time," he said. "I know that to be wrong is to be wrong about whether to do it now."

Power bills cause most worry

By Robin Young
Consumer Affairs Correspondent

Prices, particularly those of food and electricity, are consumers' main concern, according to a public opinion poll commissioned by the Consumers' Association, the publishers of *Which?* magazine.

Of those asked, 81 per cent reckoned that food prices, and prices in general, caused them most personal concern. Electricity prices were singled out as an "immediate problem" by 71 per cent.

No other consumer issue mentioned in the survey was reckoned to be a "real problem" by as many as half the respondents, answers ranging from 45 per cent concerned about quality of footwear to 11 per cent concerned about difficulty by shops closing on Sundays.

The survey findings support those of the polls the Consumers' Association has carried out among its members since April last year. Food prices and prices in general have consistently come top of the "problems" list.

Goldman, director of the Consumers' Association, suggested that the knowledge that food prices are "still the shoppers' biggest headache" might make MPs think twice about supporting the 5 per cent devaluation of the green pound to be proposed by Mr Silkin, Minister of Agriculture, Fisheries and Food, on Thursday.

"No Government," Mr Goldman said, "can afford to put a price on the support of a politician can afford to bow to pressures from sectional interests that would raise prices unnecessarily. They should remember that the voter is also the consumer."

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Easier abortion urged on Labour

By Annabel Ferriman

Abortion on demand in the first 12 weeks of pregnancy should be included in the Labour Party's manifesto for the next election, Miss Josephine Richardson, Labour MP for Barking, told a London conference on Saturday.

A resolution committing the party to a comprehensive abortion programme and a woman's right to decide on abortion was passed by such an overwhelming majority at last year's Labour Party conference that it had to be considered for inclusion in the manifesto, she said.

Miss Richardson was speaking at a conference organized by Doctors for a Woman's Choice on Abortion, a group of doctors who believe that every woman should have the right to choose whether to have an abortion without the consent of two doctors. The organization, set up just over a

year ago, has 450 members. Miss Richardson said there was no guarantee that the next Labour government would introduce legislation along the lines of the conference resolution, but if it did not, it was likely that a private member's Bill would be introduced by the early 1980s.

At present it would be difficult to persuade any MP to introduce a more liberal Bill because the campaign by the anti-abortionists to introduce two more restrictive Bills had taken its toll. "Many members have become nervous, and many will shy away from the principle of a woman's right to choose."

Meanwhile it might be possible for some new, simpler methods of abortion, such as vacuum aspiration in the first eight weeks, to be used more widely without the few being changed.

Dr Malcolm Potts, a director of Population Services International and former medical director of the International Parenthood Federation, said he would like to see a greater proportion of abortions performed by that method in the first 12 weeks, and particularly in the first eight weeks.

Statistics from the United States for 1972-74 on nearly two million abortions gave a death-rate ratio of 0.4 per 100 for operations performed at less than eight weeks.

Under the present system in Britain, however, a woman could not reach a hospital rapidly enough for the vacuum aspiration method to be used, as she had to go by way of her general practitioner. Dr Potts thought family planning clinics and selected general practitioners' surgeries would be the best places for the method.

National Front may set up trade union section

By Robert Parker

The National Front is to discuss the setting up of a trade union section, a proposal that was considered three years ago and shelved. A special meeting of the party's directors will consider the matter on Saturday.

The Front feels that there is large potential support among trade unionists. After recent local and parliamentary elections in which the party has done well it is believed that it attracts two Labour supporters for every Conservative.

Mr John Tyndall, leader of the National Front, said: "The object of forming a trade union organization will be to oppose the red element in the unions, to recruit as many trade unionists as we can, and to get

our members into trade union office."

The Front has been particularly active in recent months trying to recruit young people. In November it started Youth National Front.

On Thursday it will launch two pamphlets telling pupils how to "detect a red teacher," and how to recruit to brainwash and to recruit to brainwash should be countered.

Mr Tyndall said that the Front was planning "a monster rally" in London, either in the summer or in early autumn, of the most powerful food processors in the country.

Two other marches are being planned, one in Ilford to coincide with the by-election in Redbridge, Ilford, North, and the other on St George's Day, somewhere in the north of England.

Council to fight ruling on school fees

From Our Correspondent
Peterborough

Cambridgeshire County Council is to oppose a ruling from Mrs Williams, Secretary of State for Education and Science, who has told it to scrap its scheme to help to finance private school fees for promising pupils.

The education committee has approved Mr Norman St John-Saunders, Conservative spokesman on education, to raise the matter in the Commons. It is also planning to test the legality of the decision in the High Court.

The scheme, which was approved by the county council in 1974, was to finance the education of 70 pupils at three independent schools: the Perse school in Cambridge, and schools at Kimbolton, near Huntingdon, and Stamford, Lincolnshire.

leaders in the past year than we have ever before."

He detected divisions among food processors. Meat processors, he said, were more likely to make a joint appeal in Brussels on the damage to British pig farmers. As for the implacable opponents of the farming case, "If there were a 30 per cent subsidy on a bar of chocolate coming over here, they would not last long," he said.

The argument against the present state of EEC protection for farmers is that it raises tariffs against the most powerful food processors in the country. It is argued that when there is no internal output to protect, then, tinny pineapple cartons a tax of more than 20p in the pound when it enters the EEC from traditional suppliers like South Africa and Malaysia.

"I think there is some justification for that as long as it is judged very carefully against efficient production in the Community," he said. He remained a convinced supporter of the EEC, and his ancestors and about the evolution of human behaviour as we experience today.

Dr Goodall recalled that early encouragement when she came to the rain and cold of London last week to give the first Lesley

WEST EUROPE

Mediterranean countries unable to reach agreement on how pollution should be curbed

From Ian Murray
Paris, Jan 15

The task of reaching an agreement on stopping pollution in the Mediterranean has proved too great for the inter-governmental conference of 17 of the 18 countries with a coastline on the sea.

The conference ended in Monaco yesterday with nothing signed despite the optimism in which the delegates had arrived there a few days earlier. The stumbling block proved to be reaching agreement on a protocol covering all forms of pollution which originate on land. Behind the difficulties of dealing with the immediate problems of pollution, for it will cost something in the region of £2,500m to clean up the Mediterranean.

With the need to raise this sort of money paramount in their minds, the poorer countries were very keen to see

procedures laid down which would more clearly identify the sources of pollution. For this reason the conference has agreed to split up the different causes for separate study.

The draft proposals drawn up by experts from the different countries under the auspices of the United Nations Environment Programme meeting in Venice last October have been found to be too ambitious. Instead of one agreement to cover all land-originated pollution there will now probably have to be several and each one will take time.

It is, nevertheless, hoped that the first one can be agreed on the most important cause of pollution—industrial waste or sewage being pumped straight into the sea or into rivers emptying into the sea. Agreement on that may be ready before the end of the year.

Scientific study on pollution poured into the atmosphere from the chimneys of industry will probably delay an agreement which will be more difficult and complicated to reach. Research into pollution that reaches the sea by submarine water courses or seapumping platforms is also likely to take time.

The difficulties so far have been finding the necessary money. With so many different countries involved, each with its own legal system and industrial infrastructure, the problem of finding an agreement which is common to all is immense.

Nevertheless the good will there, as is shown by the fact that the delegates were able to discuss the matter together at all, even though in several cases their countries have very poor relations on most other matters.

Dr Soares granted four days' grace

From Jose Shiercliff
Lisbon, Jan 15

Four days' grace has been given to Mario Soares, the outgoing Socialist Prime Minister, to reach an inter-party agreement on a new government.

A month ago President Eanes entrusted him with the task of finding an agreement which would permit formation of a government based on the Socialists but with the possible collaboration of elements from the opposition parties, the Social Democrats, Christian Democrats and Communists.

Dr Soares was to have produced results this weekend. Now he has until Wednesday.

At the moment, it would appear that the Socialist Party is on the verge of signing an agreement with the Christian Democrats, but that there is little prospect of coming to terms with the Social Democrats, whose leader, Dr Sousa Franco, has stated firmly that he will sign no agreement in the present circumstances.

As for the Communists, their leader, Dr Alvaro Cunhal, told a news rally in Lisbon that negotiations between his party and the Socialists had now closed. He denied allegations by Dr Soares that the Communists had made new demands at a late stage of the discussions.

President Eanes will receive the Social Democratic and Communist leaders tomorrow.

Bombs start fire in dance hall

Barcelona, Jan 15.—Unknown attackers today hurled two fire bombs into one of Barcelona's biggest dance halls.

One person died in the fire and two others were missing, the Spanish news agency reported.—UPI.

Two West Germans jailed as spies in East Berlin

From Our Correspondent
Berlin, Jan 15

Herr Karl Bartels, a West German, has been sentenced to 21 years' imprisonment and his seven-year-old son, Hans, to seven years' after being found guilty of espionage by the East Berlin Military Court. The East German news agency ADN announced yesterday.

It said the case proved again the unscrupulous practice of the West German intelligence agency spies under the guise of harmless visitors and tourists to East Germany to spy on military matters.

Two days earlier, the same court sentenced a West Berlin woman, Mrs. Doreen, to seven years' imprisonment for espionage. Among other recent cases was that of Herr Horst Jahn, aged 39, who was given a life term.

The sentence, East G-Germany has made allegations against West German correspondents in East Berlin in connection with the case.

Señor Suárez will try to speed up local polls

From William Chislett
Madrid, Jan 15

Señor Suárez, the Spanish Prime Minister, and Señor Felipe Gonzalez, the Socialist leader, have agreed to try to see that municipal elections and a referendum on the new constitution are held before June 15.

Señor Suárez is understood to have told Señor Gonzalez that he could not commit himself to this date, but that he would make every effort to meet it.

The timetable is fulfilled, the political programme emanating from the general elections of last June will have been finished in a year. Trade union elections start next week.

The Socialists have rejected the Government's idea that town halls be run for the moment by committees made up proportionally according to the votes each party obtained last June.

The Socialists want elections by May 15 to replace the town councils, which still contain many people from the Franco era.

Equally the trade union elections were vital, for the part "cannot aspire to govern with our trade union approval." The Socialist Party's trade union, the General Union of Workers, will be competing against the Communist-led Workers' Commissions.

Señor Gonzalez said that the wage and price limit agreed last autumn in the inter-party Moncloa pact was respected, then this part would be prepared to wait until the spring of 1979 to fresh general elections, but these must come after the constitution referendum.

The Socialist leader praised King Juan Carlos for his part in bringing democracy to Spain.

Ski resort avalanche kills three but six are saved

Val d'Isère, France, Jan 15.—

An avalanche of newly fallen snow swept down a mountainside and flung parked cars and pedestrians against the wall of a block of flats just outside this ski resort in Savoy last yesterday.

Three people were killed and four were in hospital after being hit by the snow by about 200 rescued workers using dogs, police said. Two other people were recovered alive and five empty cars found.

About 50 ft of snow had fallen in the region in the preceding 48 hours and police banned the service road to pedestrians because it is overhung by an outcrop of rock.

In Chamonix, nearby, traffic through the Mont Blanc tunnel was returning to normal. Our Geneva Correspondent writes: "The avalanche hit the service road between Val d'Isère (5,700ft) and the village of La Daille on the route leading down to Bourg St Maurice. Avalanche protection work has been in progress on this road since the winter of 1976-77. A rally cancelled: As northern Spain experienced the heaviest snowfalls in 27 years, the extreme right-wing Fuerzas Nueva (New Force) party cancelled a rally planned in Pamplona."

Bonn denial on tapping of Strauss phone

Bonn, Jan 15.—Federal agencies were not involved in tapping a telephone conversation between Herr Franz-Josef Strauss, the former Deputy Minister, and Herr Wilfried Schnabel, chief editor of his right-wing party organ *Bayernkurier*, the West German Government said today.

"The committee of state secretaries responsible for the intelligence services, chaired by the Chancellor, Herr Helmut Schmidt, established after careful investigation of all evidence available to the committee, that there is no indication of the participation of federal agencies in the illegal telephone monitoring section," a statement from the government information office said.

The committee asked those involved, Herr Strauss and Herr Schnabel, to do all in their power to help the Government clear up the matter.—AP.

Science report

Behaviour: Chimpanzees as individuals

The popular picture of chimpanzees as a group of individuals is being challenged by a study of one of our closest living relatives in the wild. Dr Jane Goodall, who has now spent 18 years studying chimpanzees in Tanzania, has found that they behave very much as individuals and apparently pass family traditions from mother to offspring, just as in human families. She has also found that chimpanzees can be as violent as humans, setting upon each other with murderous results.

Before Dr Goodall began work on the Gombe Stream Reserve in 1960, knowledge of chimpanzee behaviour came chiefly from studies of animals in captivity. Her records are providing the first long-term view of social behaviour and individual development. Her enthusiasm for studying animals in the wild was originally encouraged by the late Dr L. S. B. Leakey, who, although known chiefly for his contributions to the study of man, had a great interest in primate behaviour. He believed that it was such to tell us about the behaviour of early man and his ancestors and about the evolution of human behaviour as we experience today.

Dr Goodall recalled that early encouragement when she came to the rain and cold of London last week to give the first Lesley

Memorial Lecture at the British Museum (Natural History). It was arranged by the Lesley Foundation, which was set up in 1968 to raise money and sponsor the study of man and the primates with special reference to man's origins. It recently established a European branch to complement the original organization based in California.

Dr Goodall and her team, including local experts trained at Gombe, have found that all the chimpanzees living in a community can be named, and that they have their own habits and personalities, sometimes varying considerably. For example, one mother, called Flo by the observers, has shown special reference to man's origins. It recently established a European branch to complement the original organization based in California.

The same pattern of behaviour has emerged in her daughter, Fifi, who developed a protective relationship with her younger brother, Momo. Such care for siblings is not common among chimpanzees, according to Dr Goodall, and she believes that Fifi was carrying on a family tradition learnt from Flo.

revealed a violent streak when she was seen seizing a newborn infant, biting its head and then sharing the carcass with her family. Her daughter has behaved in the same way, and Dr Goodall has seen the two of them pursuing an infant with menacing intent.

Violence of a different sort began in 1970 when gangs of males from one community began periodic attacks on individuals of a neighbouring community. The attacks have resulted in several fatal deaths.

Dr Goodall does not know why such behaviour should have emerged among animals that previously seemed to go no further than blustering encounters in which none of them really got hurt. She is even more puzzled by the attempts of several of the attacking males to rescue the victim during one violent episode.

The unravelling of such puzzles will doubtless occupy Dr Goodall for a long time. She first expected to study wild chimpanzees for about three years, but Dr Leakey told her it would be at least 10. Now, she says, she expects to continue that work for the rest of her life.

By Nature-Times News Service.
© Nature Times News Service, 1978.

Why British farmers think the Minister of Agriculture has failed them

Sir Henry Plumb, president of the National Farmers' Union, stared at a boobyish in his office near Hyde Park Corner in London, and considered Mr Silkin, Minister of Agriculture, Fisheries and Food. "Yes, I do think he has failed," he said.

He echoed a leading member of the agricultural hierarchy who had been the first to speak after Mr Silkin addressed the Farmers' Club on Wednesday. Others stood up almost as if they had rehearsed their cues to tell the minister that he was disastrous and dangerous.

Another said that farmers detested Mr Silkin who realised that he certainly did not hate them.

"I can warn to a man like that," Sir Henry said, although he felt no animosity towards the minister, he said Mr Silkin had shown by passing up opportunities to strengthen British agriculture that he did not understand it. "When I was a farmer, I was always said 'I have never said never' and I have never said 'Yes'." "This is something I have been considering for a long time," he said. "I know that to be wrong is to be wrong about whether to do it now."

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Agriculture

Hugh Clayton

Sir Henry accepted readily that Mr Silkin had campaigned in favour of farmers on EEC farm prices. "The rating of land could have cost farmers £1,000 a year," he said. "Silkin succeeded in that regard, I know, a lot of opposition in the Cabinet."

But he had persistently undermined the confidence of agriculturalists by refusing to protect British farmers against undercutting from abroad. Bacon entered the United Kingdom with a subsidy of £255 a tonne and butter with one of more than 20p a pound.

"I well understand that in the acute economic difficulties the country was in last year any substantial currency changes would have added to inflationary problems," he went on. But if Mr Silkin had bent to pressure for a small devaluation of the "green

pound" in October, 1976, its cost would have been outweighed by resulting good will in Brussels and confidence among British farmers.

Sir Henry then turned to powerful arguments against the case made by farmers for rising returns and protection against competing produce from outside the Community. The first was the extremely opposition by some of the most powerful food processors in the country to the pleas for higher returns that farmers say are essential to them.

"I do not accept that if there was this devaluation of 12 per cent it would have the effect on the consumer purse that many farmers are predicting," he said. "There are zany commodities in the shopping basket that would not be affected. Bread would not be affected because cereal prices are low at the moment. There would be no immediate effect on dairy produce."

WEST EUROPE

Nationalists cause wave of bomb attacks in France

From Our Own Correspondent
Paris, Jan 15

Corsican and Breton nationalists appear to have been responsible for most of a number of terrorist attacks and bombings in France over the weekend. The most serious, and the most embarrassing from the authorities' point of view, was a raid on the biggest Air Force base in Corsica at Solenzara.

In Brittany a military base was attacked at Quimper and there were three other bombings. Four small bombs also exploded in Paris.

The raid on the air base at Solenzara occurred early in the day. It was used by both the French and Belgian Air Forces and is the largest base outside the mainland. It is used for training pilots with live ammunition on air-to-air and air-to-ground targets and has a permanent complement of 1,500 men.

Ten armed and masked men stormed the camp and seized the guard. Then they put explosive charges under the radar mast and two technical buildings. Having herded the guard away from the danger area they detonated the charges. The one who was said to have failed to get under the mast failed to get away. He escaped using an Air Force vehicle.

Responsibility for the raid was later claimed by the militant Breton nationalist Liberation Front (FLNC) in a statement to the local offices of two newspapers. This said they would continue to "carry out

the struggle against the army of occupation and the colonialism which it supports".

The FLNC said on December 18 that it was planning to attack an important target before the general election in March.

The Breton nationalists had been even more precise, with an announcement by the "National Council of Brittany" on December 3 that there would be a series of attacks on January 15.

Two army lorries and a warehouse were bombed at Quimper; an office at Lorient run by a former president of the Breton Chamber of Commerce was attacked; and so was an electricity and gas company office at Redon. Another bomb was defused after it was found in the tax office at Plouzanet.

The attacks at Redon and Plouzanet were both claimed this evening to have been the work of "Breton Revolutionary Army" by an anonymous letter to the Agence France-Presse office in Rennes.

Breton nationalists began bomb attacks in their efforts to obtain independence almost exactly 10 years ago on January 13, 1968. Last year nationalists were responsible for 34 attacks.

The four bomb attacks in Paris last night were all relatively minor involving little damage and no injuries. Two offices, a cafe and a florist in different areas were the targets. No one has yet claimed responsibility for them.

Gaullist candidates to challenge ministers

From Our Own Correspondent
Paris, Jan 15

President Giscard d'Estaing holds a luncheon party at the Elysée Palace tomorrow to which are invited the 80 political leaders who have supported the majority coalition.

It threatens to be an uncomfortable occasion, as the President will be meeting the Gaullist party last week decided to throw out the election pact between most of the coalition parties.

The invitations to luncheon were supposed to be a sign of the President's aim has been nothing more than to bring together the party leaders and impress on them the dignity and national unity which they should show throughout the election campaign.

That this is now little more than a pious hope was emphasised on Friday evening when all the majority parties except the Gaullists, published a list of 360 candidates agreed between them to stand in the first round of the elections. These "candidates of union" will find themselves faced in nearly every case by a Gaullist candidate, as well as at least a Socialist and Communist as well.

The Gaullists have started the process of finding candidates to stand in the 50 or so constituencies where they had previously agreed to stand down. They have also announced that they will be putting up candidates against several government ministers.

The "candidates of union" include 220 Republicans and 93 Centreists, the remainder coming from the Radical Party, whose refusal to sign a majority manifesto was one of the reasons for the Gaullists pulling out of the election pact.

More protests against US warning on Italian crisis

Our Foreign Staff
As Signor Andreotti, the Italian Prime Minister, yesterday prepared to hand in his resignation, politicians in several countries condemned the intervention of the American State Department last week when it issued a warning against communist participation in West European governments.

M. Barre, the French Prime Minister, said the statement was not particularly adroit. No democratic country had to receive lessons from anyone.

M. Maurice Couve de Murville, one of his predecessors, said he could not understand why the Americans could intervene in so direct and "unilateral a fashion". He added: "What is more, I cannot see at all good it does."

In Moscow Pravda accused the United States of trying to exert "direct pressure on the use of events" in Italy.

Senor Santiago Carrillo, the Spanish Communist leader, said the American warning proved that the main target of the superpower. It had coincided with a fresh Kremlin blast against Eurocommunism.

Mr Harold Wilson took a



Signor Andreotti, speaking to reporters after meeting party leaders.

different line, however, when he gave a television interview in Singapore before returning to Britain. He thought the Americans were not worried enough.

The former Prime Minister said: "You could disrupt the whole of NATO if one country in a strategic position—look at Italy which is very vulnerable now—were to go Eurocommunist."

Italy at crossroads, page 12

ope denounces racism as against faith

ne, Jan 15

The Pope said yesterday in New Year's address to the domestic clergy that all racist theories were contrary to the faith and Christian love.

He added that the Roman Catholic Church followed the rights of discussions with "particular attention" to the claims of religious liberty, equality and the right to social and psychological integrity.

ins go to polls after dull election campaign

Our Correspondent
elsinki, Jan 15

Finland's two-day presidential election began today in Finland's two-day presidential election. The clear favourite was Urho Kekkonen, aged 77, who has been President and country's dominating figure since 1956. The result will be known late tomorrow.

More than 300,000 voters will choose 300,000 who will be eligible for the six-year term on March 1. The election gives the President wide powers and makes

Likely expulsion of Mr Agee brings protest

Amsterdam, Jan 15

The Dutch journalists' union has made a formal protest to the Government against the likely expulsion from the Netherlands of Mr Philip Agee, the author and former CIA agent.

Reliable sources indicate that the secret recommendation to the Minister of Justice by the advisory commission on aliens' affairs is that Mr Agee should not be granted a permit to stay in the Netherlands.

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OVERSEAS

Muzorewa attack on Dr Owen's motives

From Nicholas Ashford
Salisbury, Jan 15

Bishop Abel Muzorewa, leader of the United African National Council, one of the black organizations negotiating with Mr Ian Smith, made a scathing attack this weekend on British policy towards Rhodesia and in particular on Dr Owen, the Foreign Secretary.

He accused Dr Owen of trying to resuscitate the "cold and dead" Anglo-American proposals by sending Lord Carrivick, the resident commissioner-designate, for talks in Mozambique, Botswana and South Africa a week ago. He "deplored with contempt" what he described as Dr Owen's attempts to stop the democratic process which was taking place in Salisbury.

These activities, he said, were more deplorable because they were being made for the sole purpose of improving Dr Owen's chances in a future British election. He said he would sacrifice 200 Zimbabweans a week to win a seat in the British Parliament.

Questionable though Bishop Muzorewa's criticism of Dr Owen's motives may be, his strictures against British Government policy are nevertheless widely shared by both blacks and whites in Rhodesia. Why, it is being asked, is Britain not prepared to wait and see what sort of settlement (if any) is reached as a result of the Salisbury talks rather than rule out of hand any deal which does not include the Patriotic Front guerrilla organization?

The talks between Mr Smith and three black leaders—Bishop Muzorewa, the Rev. Jeremiah Chimpeni and Chief Jeremiah Chimpeni—are due to resume tomorrow. Having agreed last week that 25 per cent of the seats of a future Parliament would be held by whites, the leaders have now to work out on what basis the white MPs would be elected and for what period would they be able to operate a "blocking mechanism" in Parliament.

After that comes the highly sensitive issue of the security forces. Observers here believe that on the present rate of progress the talks could go on for weeks.

Breaking a prolonged silence, Bishop Muzorewa said he was prepared to accept a reasonable number of whites in parliament in order to preserve the economic viability of the country. He said he was a source of food and jobs.

Lusaka: The Patriotic Front will continue to fight "as relentlessly as ever" even if a black government results from the internal settlement talks. Mr Joshua Nkomo's Zimbabwe African People's Union (Zapu) said in its official organ, the Zimbabwe People's Voice.

The three internal leaders "must be crushed ruthlessly and immediately together with the Rhodesian bloodthirsty racists"—Reuters.

Murdered lecturer is buried

From Our Correspondent
Johannesburg, Jan 15

Dr Richard Turner, the famous Natal University lecturer murdered a week ago, was buried in Durban this weekend according to Islamic rites.

His mother, Mrs Jane Turner, said at a memorial service that her son and his killer were both victims of an unjust society.

He was the 800 people in the hall was Dr Fadhia Meer, the famous Indian sociologist. The order was fitted to enable her to attend.

A group of Dr Turner's academic colleagues and friends plan to engage a private detective from abroad to investigate his murder. A spokesman said they had decided to organize an independent inquiry because of attempts to smear Dr Turner and the failure of the police to find and prosecute right-wing terrorists.

Humphrey tributes from political friends and foes

continued from page 1

Last night, thousands of people, black and white, braved the bitter cold which has now gripped the capital to file past the bier.

Tributes have been pouring in from political friends and foes across the nation. Mr Ford and Mr Nixon praised Mr Humphrey as a statesman and patriot.

"Hubert was an idealist in the purest sense", Mr Ford said. "He was a man of character, compassion, enthusiasm, dedication and tremendous ability."

Mr Nixon called him a decent and honourable man who commanded "the genuine respect and affection of his political opponents and allies alike."

Mr Mondale, who was one of his closest friends, said that this was one of the saddest moments of his life. Close to tears, he added: "He showed us how to die with dignity and courage and with meaning."

Indeed, in the last weeks of Mr Humphrey's life were accorded the sort of publicity that could only take place in a country where the mass media are omnipresent. Since he was told last autumn that his cancer was incurable, the television cameras have followed him everywhere to record the final chapter of his life.

Caught up in a swell of public sympathy for his plight, President Carter diverted his presidential aircraft on one occasion to bring Mr Humphrey

from his home to Washington and both houses of Congress accorded him the unprecedented privilege of asking him to address them from the presidential podium.

Although he was suffering from the effects of painful chemotherapy treatment, which he described as "bottled death", Mr Humphrey retained his convictions with such force that he will tonight lie in state in St Paul, the state capital of Minnesota. He will be buried at a simple ceremony there tomorrow.

Callaghan tribute: The Prime Minister said in a message to President Carter that he was deeply sorry to hear of Mr Humphrey's death. "His loss is felt by us all. He set us an example in the way he carried his convictions with such shining courage."

"He had deep faith in his fellow men and a never-ending concern for the poor and underprivileged."

"Hubert Humphrey was a great American, and he also belonged to the world, for the values which he upheld are universal. It was an honour to have known him and to have worked with him. The British people extend their deepest sympathy."

Mr Callaghan is also writing privately to express his sympathy.

Leading article, page 13. Obituary, page 14

Constitutional referendum held in Ecuador

Quito, Jan 15.—Ecuadorians queued at polling stations today to vote in a referendum to choose between two draft constitutions.

Voting is obligatory but some 30 per cent of the population are excluded from voting for being illiterate. Those eligible to vote face fines, and denial of the right to marry, divorce or open bank accounts, if they fail to do so.

A presidential election will be held on July 16.—Agence France-Presse.

Landowner held after coup fails in Comoros

Moroni, Comoros, Jan 15.—Mr Chieck Adess, a wealthy landowner, is being held on charges of organizing an abortive attempt to overthrow President Ali Solih of the Comoros Islands last week.

The state radio of this tiny Indian Ocean republic added that among several others arrested was the President's press attaché, Mr Ali Mohammed.

It was the third coup attempt against President Solih since he took office in January, 1976.

Tahiti jail mutiny crushed

Papeete, Jan 15.—Tahiti police today stormed Nuania prison outside Papeete and put down a mutiny after prisoners yesterday killed a warden and took six people hostage.

One prisoner was killed in today's assault and another wounded. Two policemen also

suffered gunshot wounds.

The hostages—four wardens and two French legionnaires serving short sentences—were unharmed.

Meanwhile the search was continuing for six prisoners who escaped yesterday.—Agence France-Presse.



Dr Waldheim with President Kyprianou (left) and Mr Denktas at United Nations headquarters in Nicosia.

Atmosphere strained as Cypriot leaders meet

From Our Correspondent
Nicosia, Jan 15

Leaders of the rival Greek and Turkish Cypriot communities were brought together in a first meeting today by Dr Kurt Waldheim, the United Nations Secretary-General. However, there was no breakthrough towards Dr Waldheim's objective of getting the intercommunal peace talks started again.

There was a good chance for resumption of the talks, Dr Waldheim said, but this would depend on preparatory work over the next few weeks.

He arrived on the island on Saturday after talks with Mr Bulent Ecevit, the new Turkish Prime Minister, in Ankara the previous weekend. He is to consult the Greek Government after leaving Cyprus tomorrow.

Hope of a breakthrough rose after Dr Waldheim said upon arriving that he was

"cautiously optimistic" about talks resuming because of firm assurances from Mr Ecevit that he would submit concrete proposals for negotiation.

The talks collapsed in deadlock last April after the Turkish side refused to submit any proposals. The Greek Cypriot side has since maintained that it will refuse to resume unless the other side makes concrete and negotiable proposals.

Dr Waldheim talked separately with President Spyros Kyprianou and Mr Raul Denktas, the Turkish Cypriot leader. He persuaded them both to attend an unscheduled social luncheon today with their wives and Mrs Waldheim.

This was the first meeting between the two leaders since Mr Kyprianou succeeded the late Archbishop Makarios, who died last August. According to one guest, the luncheon was rather cold and businesslike.

with no move by the two leaders to break the ice.

Afterwards, Dr Waldheim again met both leaders separately and later said that they had discussed "questions of procedure for the resumption of the negotiating process."

He added: "As you can well imagine, a new round of talks will have to be prepared very carefully. We want to be sure these talks will be meaningful and help us progress in the right direction."

Another indication of the strained relations between the two Cypriot sides was an admission by Mr Kyprianou that it had proved impossible to agree on setting up a committee composed of representatives of the International Red Cross and the Greek and Turkish Cypriot communities to investigate the fate of 2,000 Greek Cypriots and about 1,000 Turkish Cypriots who are missing.

Despite Dr Waldheim's "cautious optimism", it appeared that the two sides were still as far apart as ever on basic issues.

A delegation representing the 200,000 Greek Cypriot refugees called on Dr Waldheim during his stay to insist on the implementation of the United Nations resolution calling for them to be allowed to return to their homes in the Turkish-occupied area established by the Turkish invasion of 1974.

Mr Waldheim said that Mr Ecevit had promised to make territorial proposals for the future federal state that is already accepted as part of a settlement by Greek Cypriots. But he did not know the details. Mr Ecevit, he said, told him he would announce his proposals after he received a vote of confidence in the Turkish Parliament this week.

Giscard plea for EEC treaty with W Africa

From Charles Hagrove
Yamoussoukro, Ivory Coast
Jan 15

At the close of a triumphant visit in which he was acclaimed by hundreds of thousands of people in Abidjan and here, the birthplace of his host, President Giscard d'Estaing told a press conference that relations between France and the Ivory Coast had never been more confident and cordial.

A similar relationship, both economic and political in character within the framework of a solidifying pact, should be established between the countries of the European Community and the African continent, he suggested, though there was no question of excluding the United States.

The French President emphasized that he had obtained a positive response from President Carter, on his recent visit to Paris, to United States participation in the special fund for African development launched at the Dakar conference last summer.

In the final communiqué published today, President Giscard-Boulogne stressed the "privileged and exemplary character of the links between the two countries". He declared at the press conference that "for Ivory Coast, independence did not involve a breach with the former colonial power."

On the French side, the importance of the economic discussions during the visit is underlined. The Ivory Coast, it is pointed out, ranks fifth among France's partners in industrial development projects.

For President Giscard d'Estaing, the Ivory Coast, thanks to its economic prosperity and political stability, is destined to become the firm based of a policy of containment of Soviet influence and subversion on the African continent.

"The situation of peace and stability which exists in western Africa, thanks to the wisdom of the leaders in this part of the continent, must be preserved", he insisted.

Asked whether France would give military assistance to countries whose territorial integrity was threatened, as had been the case in Zaïre and Mauritania, he replied that "France always stands by her undertakings."

The communiqué states explicitly that "Both heads of state are convinced that a policy protecting Africa from foreign intervention is in accord with the higher interest of this continent. African problems must be settled by the Africans themselves."

But France considers that this peacekeeping role in Africa—in the widest sense of the word—should be assumed by the EEC as a whole. Mr Giscard d'Estaing said he would raise the question of a Euro-African solidarity pact at the next European summit.

—Reuters.

Ethiopian crisis, page 12. Business Diary, page 17.

Pretoria may settle Namibia issue itself

From Our Correspondent
Johannesburg, Jan 15

An internal settlement may be sought in South-West Africa (Namibia) if Western efforts to bring about an internationally acceptable independence formula are delayed much longer, Mr R. F. Botha, the South African Foreign Minister, said tonight.

Last week, when negotiations for the next round of talks in New York broke down, Mr Botha accused the five Western powers involved and the South-West African Peoples' Organisation (Swapo) of using delaying tactics.

In a television interview here tonight he said international acknowledgment was important, but not at any cost.

"If the price is so big that such a territory, or country or its people in any event come to destruction, or get involved in a war, or conflict, then it stands to reason that the price for international acknowledgment is too big", he said.

In such an event the country must proceed on its own, carefully planning its future and hoping that international recognition would be forthcoming eventually.

Mr Botha said two issues were holding up further negotiations: the date for constitutional assembly elections on the basis of one-man, one-vote, and the presence and number of South African troops in the territory until a new government was formed.

It is expected that elections will be held in the territory before the end of July, regardless of any agreement with the international community and regardless of whether Swapo contests them or not.

According to reliable sources in Pretoria, Mr Brand Fourie, the Secretary for Foreign Affairs, may go to New York to take Mr Botha's place at talks with the Western powers and Swapo.

Russians 'held by Eritreans'

Beirut, Jan 15.—Eritrean guerrillas say they are holding Soviet and Cuban prisoners captured during their struggle for independence from Ethiopia.

Mr al-Amin Muhammad Said, a spokesman for the Eritrean People's Liberation Front (EPLF), made the claim in an interview published here today.

He gave no estimate of the number of prisoners held, but said: "Our forces buried many dead foreigners fighting with the Ethiopian troops."

He also said that his group had documents proving direct Soviet and Cuban military intervention in the fighting.

The EPLF is one of three Eritrean groups that have been fighting for the independence of the Red Sea province since its incorporation by Ethiopia in 1962, but this is the first time it has referred to foreign prisoners.—Reuters.

Ethiopian crisis, page 12.

Delays to overseas Christmas mail

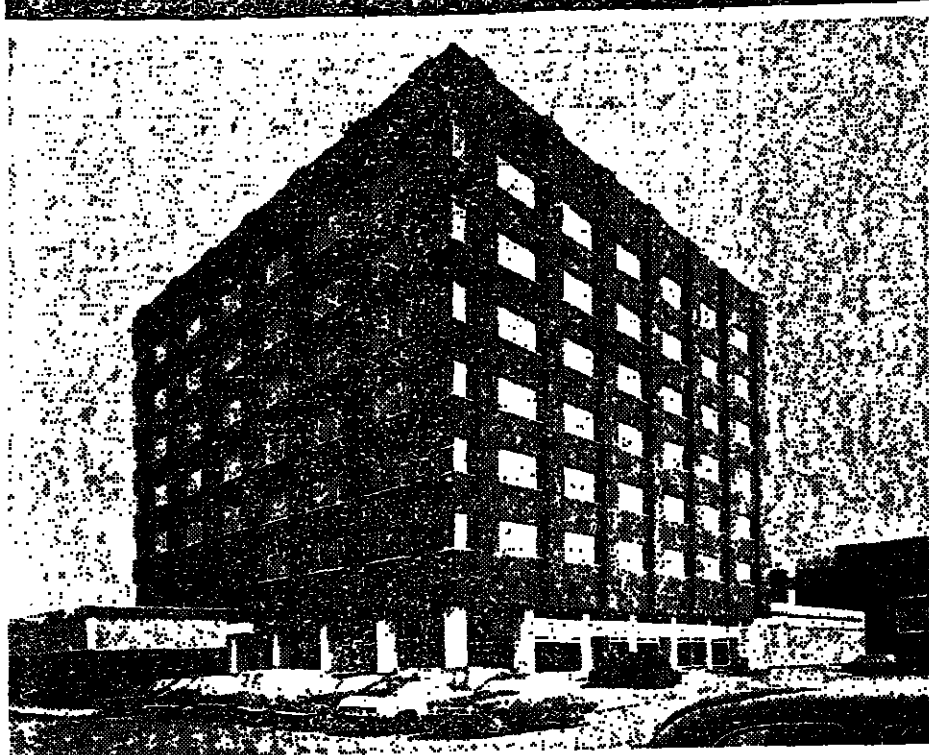
Owing to sea and air transport problems, Christmas mail to and from several countries was delayed. In particular a two-month dock strike at American East coast ports which started on 1 October 1977 has delayed the despatch of all pre-Christmas surface mail from the USA to Britain. Christmas cards, letters, calendars and parcels as well as business mail were affected.

Letters and parcels posted in the USA in October and November 1977 are now being received in Britain. Every effort is being made to deliver this mail as quickly as possible but, with such a huge backlog it could be some time before all deliveries are completed.

The Post Office regrets the disappointment to so many families caused by the delay to their Christmas cards, letters and parcels and the inconvenience caused by the late delivery of business mail, due to circumstances entirely outside Post Office control.



Commercial Property



Stoneborough House, Maidstone, Kent, available at a rent of £4.50 a sq ft.

Partnerships between private developers and local authorities are playing an increasingly important part in the general property development pattern. One just announced is a joint industrial scheme between Dimsdale Developments (South East) and the London Borough of Haringey.

The site covers about an acre at Wiloughby Lane, Tottenham, N17, for which Dimsdale has signed an agreement to construct 19,500 sq ft of industrial and warehouse space. Architects are Southam Associates and construction will start within the next four weeks for completion in the early summer.

The site is within half a mile of the North Circular road and close to Angel Road and Northumberland Park railway stations. Letting is through Edward Symmonds and Partners. The Tottenham scheme comes after Dimsdale's recent appointment by the London Borough of Haringey as partners in a joint industrial venture at Feltham, Middlesex, with similar ones in the pipeline.

Dimdale is one of the most active industrial property groups in the country with a development programme approaching £100 million. It has more than 400,000 sq ft of advance warehouse and industrial units under construction.

Early lettings are reported on the London and Leeds trading estate at Eastern Avenue, Cloudburn, where two units on the 35,000 sq ft first stage have already been let, one to Imperial Foods, the other to Monarch Aluminium. A third unit is under negotiation and construction is well advanced on a second stage which will consist of seven warehouses ranging from 5,000 sq ft to 8,000 sq ft.

Some of these, say Grant and Partners, the letting agents, are already under offer at £1.35 a sq ft. A third phase will bring the total amount of space on the estate to 109,000 sq ft, including ancillary offices as part of each unit.

There has also been activity on the warehouse estate being developed by Bowater Properties at Hubert Road, Brentwood. Here, the second phase, consisting of some 44,500 sq ft in three units, has been let to Wiggins Teape and two private companies at some £72,000 a year. The invest-

Important role of joint ventures

ment has been sold to the Stoneborough Property Fund for £980,000. Anthony Lipson and Co acted for the vendors in conjunction with Central and Provincial Management, managers for Bowater Properties.

The first phase, consisting of two units totalling about 40,000 sq ft, was let to Debenhams and Littlewoods and was sold about a year ago at a price yielding about 8 per cent. Work is now starting on a third phase of 30,000 sq ft, due to be ready for occupation next autumn. Letting is through Peter Taylor and Co.

In Leamington Spa the new shopping centre at the corner of the Parade and Warwick Street has been topped out and is due for completion shortly. The scheme is being carried out by the National Water Council Superintendence, a joint venture between the council and the local authority.

Three other shops are let under offer and the only remaining accommodation is a store of about 11,500 sq ft. Letting is through Jones, Lang, Wootton, Lambert Smith and Partners and Smiths.

In Salisbury, the interesting new Cross Keys Chequer development has been formally opened and letting is going well.

The scheme, which has been carried out by Waverley Property Holdings, a company in the London and Manchester area, is a joint venture with the local authority and is a historic part of the city.

replica elevations to Queen Street and Winchester Street. Design was by Anthony Stockton, of Salisbury, and the scheme provides some 20,000 sq ft of self-contained offices, with a supermarket of 22,000 sq ft for Safeways Food Stores and 23 shops.

About half the shops have been let. Of the offices, two suites have been let and a third is under offer at rents of about £13.6 a sq ft. Some 9,205 sq ft of offices remain available. Letting is through Middleton and Major and Conrad Rietel and Co. Building cost was about £1.5m. The bulk of the site was bought in 1971.

Just on the market is Stoneborough House, a new self-contained office block above the Stoneborough shopping centre in Maidstone, Kent. It completes the current phase of the central area redevelopment of the town undertaken by one of the companies in the Prudential Group.

The building provides about 71,300 sq ft of air-conditioned offices and houses Baker and Walker and Forkhead, the letting agents, are quoting a rent of £4.50 a sq ft exclusive. The Stoneborough Centre itself comprises over 100 shops and stores, with a park for some 1,100 cars.

The entire office content of J. Sainsbury's Saxon Centre development in Kempston, Bedford, has been let to Telford Ltd. The self-contained building provides more than 8,000 sq ft on three floors, for which the rent being asked was £2.15 a sq ft.

The Saxon Centre comprises a Sainsbury's supermarket and eight shops, of which six are let. The remaining two are in conjunction with Brown and Merry, of Bedford, acted for Sainsbury's.

Richard Ellis have opened an office in Hongkong to provide a full range of professional services to local and international clients. It will incorporate the C. H. Williams and Co office, which has been established as a real estate consultancy there for a number of years.

This is the second office opened by Richard Ellis in South East Asia. The first was opened in Singapore in 1974.

Gerald Ely

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Raymond Fletcher

The totalitarian temptation

"A general election", I pointed out exactly seven years ago in *Encounter*, "is neither a debate nor a campaign, though it is invariably described by participants and reporters as though it were a combination of both."

"It is a process akin to self-medication, in which a society clumsily diagnoses what is wrong with itself and rejects those political practitioners who have failed to cure it. As the election is a rejection, the only votes cast with any degree of enthusiasm are those that are cast against a party."

I would rephrase this a little differently today, but it is still close enough to the truth for Mr Callaghan to bear it in mind whenever he thinks about the election that must come sometime during the next 18 months.

The less he actually thinks about it, of course, the less he has to fear. Clement Attlee managed to hold and increase the Labour vote throughout his leadership of the party largely because he read no newspapers except this one, no periodicals except the *Spectator* and paid no attention whatever to public opinion polls.

Mr Callaghan just has to continue being what he is and doing what he has already done in order to reduce both the desire to sack him and the number of votes necessary to do it. How he has worked himself into what Napoleon regarded as the tactically crucial "central position" has been commented on so much by others that nothing more needs saying by me.

The fact that he does occupy it, however, presents Mrs Thatcher with more problems than any of her predecessors, despite the fact that the country is now in a more conservative mood than at any time in the past decade.

But a mood has to be magnified into a somewhat angry desire to turn out and vote before it becomes a factor in politics, and the methods the Tories have chosen to produce this magnification are not working yet and are unlikely to work in October.

While democracy is a system worth working and even dying for—since that personal freedom which is its most important byproduct is the source of our civilization, the processes of democracy are rarely inspiring. Stirring up fear among the electors is a vulgar business, no matter who engages in it, but it is a legitimate political tactic, and there is nothing particularly unethical in the Tory decision to scare the country into voting against Mr Callaghan but against the red-in-tooth-and-claw socialists who may succeed him when Mrs Audrey Callaghan finally decides that "it is needed down on the farm."

But who are the present generation of what Shaw once called "surplus ghosts"? The trade union leaders who were destined, according to the horror-film scripts once written for Tory propagandists, to bulldoze Parliament into the ground and erect a Supreme Soviet on the rubble, have revealed themselves as what they always were—men trained for the business of collective bargaining and for a totally new back to it. The *Unions* (who would have horrified Trotsky himself) have, like all parasitic organisms, merely killed off the organizations into which they have penetrated. And Mr Arthur Scargill has been allowed, by the astute Mr Joe

Gormley, to dig his political grave with his own teeth.

In the political arena itself, where are the savage lions who will be at our throats the moment friendly old Jim is no longer there to restrain them? That they exist, I do not deny.

There are a few members of the Parliamentary Labour Party with whom I would not go into New Carders' let alone any Jewels. But Mr Skinner, ferocious critic of all governments and therefore the ideal back-bencher, is not among them. Mr Heffer, who would unhesitatingly choose freedom rather than socialism if the two came into conflict is not among them. And Mr John Lee, whose socialism is redder than the red flag itself, is, at the same time, as monarchist as the monarch himself.

Wherein, to put it simply, lies the totalitarian threat except in a list of notorious names? The totalitarian temptation is always there, whatever the colour of the government in power. It exists in all democracies. President Nixon yielded to it. Mrs Gandhi yielded to it.

But is a party which is gradually growing accustomed to being our natural governors like the American Democrats likely to throw up anyone likely to yield to it—especially when that party's toughest members, the Skinners and the Heffers, have coursed through their bloodstreams the belief that governments have a tendency to slide into wickedness and must be kept under hostile observation and effective control at all times?

There remains Mr Tony Benn, the boy-man of the coming election. He is in many ways the ideal candidate for the role. As every school boy used to know, there is nobody like a former aristocrat for over-doing things when he turns to the left.

Mr Benn's personal virtues, moreover, are held against him by those political observers who feel uncomfortable in the presence of a man who is manifestly not humanized (as they see it) by any streak of cynicism and no addition to at least two of the seven deadly sins, he drinks nothing stronger than tea. He is always at work. He not only throws out ideas as a Catherine wheel throws out sparks, but he is in "deadly earnest" about them. He is, clearly, an intolerable man, and must, so the reasoning goes, be an equally intolerant one; and, as history shows, such devastatingly sincere men are dangerous.

But there is the Tony Benn I know, whose ideas on workers' participation in industrial decision-making are not so far from those to which Charles de Gaulle was driven in his last years, who was the first Labour Minister I heard defining the small firm as the natural pathfinder in the economy and who, far from being a Marxist ideologue, is a natural descendant of those men in russet coats who debated about their rights in Pusey Church over three centuries ago and invented modern democracy in the process.

Mr Benn wants socialism to bargain itself in a totally new industrial context. No more, no less. Exactly how he wants to go about it must be the subject for another column.

The author is Labour MP for Ilkeston.

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Italy at the crossroads: can democracy still beat the extremists?

A generation may have been created unable to display the traditional Italian flexibility when facing difficulties

hasten Communist entry into government as a strong party of law and order, or as a warning from the extreme right against any such development.

This confusion of motives is one of the penalties paid by concentrating solely on the Communist issue. There are serious difficulties within a country emerging, disillusioned, from a rapidly conquered consumer age which so far to explain violence in all its forms. Young people face a series of problems. Industrial slums in the north and the unplanned suburban growth in Rome and the south have produced a first generation of young people feeling either no

debt towards a society which abandoned them or a positive grudge against it.

The rule by which universities are open to all (and so hopelessly overcrowded and torn by resentment) has produced a generation of former or no hope of finding the type of jobs they thought they were entitled to and reluctant to work at what they regard as below their station. There is a hopeful if small sign of a falling off in applications for university entrance. But fundamentally the most disheartening element in the Italian crisis is that a first generation of young people may have been created,

for a variety of reasons, unable to display the traditional Italian flexibility and adaptability when facing difficulties.

This type of problem is as much psychological as it is political, so is the question of a genuine policy of austerity, which is essential to meet the country's economic problems and maintain its credit abroad.

The consultations in the next few weeks should show whether the political system can finally rise to the country's needs. The foundation on which this system works is about as baffling as a political system could be, and the American system at simplification can hardly be said to have helped in this essential area. For half a century, Italy has had no genuine choice of alternative governments: the fall of fascism was followed by a 20-year period of Christian Democrat hegemony which is only now being called into question. The Anglo-Saxon idea has nevertheless in part remained that there should be a distinct division between governmental forces and the official opposition.

This idea could not in practice survive the last general election in June, 1976, which confirmed the Christian Democrat position as the largest

party but strongly reinforced the Communists. It is not widely recognized that the country cannot be governed particularly in so critical a moment by either just Christian Democrats or just Communists. This dilemma was met with a highly ingenious formula: the Christian Democrat formed a minority administration which relied, first, on the abstentions of five parties including the Communists, and then on a programme agreed by all six. This is the government which will fall today. It was a step nearer what might be called a choral form of democracy as opposed to the duet between majority and minority.

The Communists, among others, are now demanding development of this system. Their declared aim is an emergency government with themselves as full partners. The Christian Democrats have refused, and so Communist insistence now is that at least the must be treated, morally, equals as well as being accorded the weight which the derive from their political strength.

Peter Nichol

Ethiopia is threatened more by internal strife than external enemies

Why the Derg still needs a military solution

In the main thoroughfare of Addis Ababa, still named Churchill Street, where droves of donkeys and beggars mingle with the traffic, painted headlines proclaim "Revolutionary Ethiopia or Death", and call on the people to drive out today's foreign invaders as they drove off the Italians in former times.

Today's "invaders" are the Somalis in Ogaden and the Arab states accused of supporting the Eritreans in the north, and none of the officials we spoke to in Addis Ababa left any doubt that the present government, the Derg, is determined to enforce the territorial integrity of Ethiopia.

A degree of "regional autonomy" the extent of which has not yet been defined, has been offered to both the Eritreans and the Somalis who live in Ogaden, but this recognition of the national problem inside Ethiopia stops short of allowing any of the areas to secede.

All the indications are that within the next two to three months a major offensive will be launched against the Somali forces in Ogaden. Somalia is believed to have deployed up to 70 per cent of its arms and men in the initial offensive last spring, and it has not been adequately resupplied. Ethiopia, by contrast, has received massive infusions of Russian equipment flown in by heavy transport Antonov-22s.

The Ethiopian Foreign Minister, Colonel Dr Feleke Gedle-Giorge, made clear to us that there would be "no negotiation and no cease-fire" as long as Somali forces remained inside Ethiopian territory, and as long as Somalia did not renounce its claim to Ogaden.

The Foreign Minister also stressed that Ethiopia would not cross the Somali border, and press on to Berbera and the sea, as some Western observers have feared. The Ethiopian armed forces have to learn to use their new Russian equipment, and it is believed that the Russians have restrained the Ethiopians from launching a premature counter-attack.

But Russian sources made clear to us that they were determined to help turn the tide in Ogaden. The Russians admit that they are partly responsible for the initial Somali advance in Ogaden: not only had they armed the Somalis, but they had also assured the Ethiopians that they could prevent a Somali attack. On the basis of this assurance, the Ethiopian army had moved its main forces out of the area and left it with only minimal defence forces.

The situation in Eritrea is far more serious, and could, by calling on extra troops, divert resources from an Ogaden offensive. Officials conceded that Asmara was surrounded and had been cut off from the rest of Eritrea since October. But despite the loss of Asmara's facilities and of communications with the newly independent state of Djibouti, the port of Assab remains open for vital imports, including oil from Iran.

The Foreign Minister emphasized that there could be no purely military solution in Eritrea. The hope in Addis Ababa is that, despite public insistence on complete independence, some sections of the Eritrean guerrilla movement would agree to a negotiated settlement under which Eritrea would receive its "regional autonomy".

The main guerrilla bases and supply lines are in Sudan, and Dr Feleke believed that, as discussions between Ethiopia and Sudan had now restarted, there were increased possibilities of a negotiated end to the Eritrean war.

The situation in Addis Ababa is, however, dominated not by these wars in Eritrea and Ogaden, but by the conflict in the capital itself between the Derg and its various opponents, chief among them the Ethiopian People's Revolutionary Party, a self-pro-

claimed Marxist group with a strong following among students.

The Derg accuses the EPRP of having assassinated over 300 government supporters, nearly all of them civilians, in the past year and has reacted furiously against those suspected of sympathy for the EPRP.

Security precautions in Addis Ababa are extremely tight, with thousands of armed civilians patrolling streets and buildings. At government ministries all visitors are searched, and even inside these buildings there are armed guards on each floor.

During our visit there was a comparative lull in the war between the Derg and the EPRP, but only a week before there had been widespread casualties and at night there was sporadic gunfire, with the curfew still in force. A break away "Bolshevik" faction of the EPRP is believed to have called for an end to the campaign of assassination against Derg supporters, but no one doubts that fighting could flare up again at any time.

The situation inside the Derg itself is still obscure, following the execution of Derg vice-chairman Lieutenant Colonel Amatu Abate on November 12.

Le-Cat Amatu is held to have been the main candidate for leadership of the "pro-western" coup that some observers predicted after the reverses of the summer, and it would seem that, despite continuing differences among the 60-odd members of the Derg, a greater degree of unity now exists at the top, with the dozen or so members of the standing committee acting with a degree of joint responsibility and co-ordination.

Outside the Derg there is a substantial body of civilians who claim to support the government's National Democratic revolution. Five distinct political groups all claiming to be Marxist, have been allowed to operate in a semi-legal fashion. The most influential was Meison, the All Ethiopian Socialist Movement, but most of its members went into opposition in July, and although some of the supporters have remained with the government, attempts to reconcile the Meison leadership with the Derg have so far failed. The dominant group is now the United Front, or Revolutionary Front, a body very close to the Derg leadership.

At the headquarters of the trades unions, heavily guarded and sandbagged after the chairman had been shot dead in his office, and two other leading officials slain, the figure for union membership was given as 350,000—about a third of the total eligible to join. New women's federations have been organized, although main activity so far seems to have been preparing food and clothing for soldiers at the front.

The sudden new Marxist orientation in Ethiopia takes many forms. Meskel Square, the Square of the Holy Cross in Addis Ababa, has been renamed Red Square, and adorned with portraits of Marx, Engels and Lenin that illuminate at night. Strikingly carry English-language editions of Marxist writers, and the *Communist Manifesto* has recently been translated into Amharic and Oromo, the two main Ethiopian languages.

There is much talk of a "proletarian party" being founded in 1978, and the Derg itself claims that once a successful revolutionary party is established, power will be handed over to it. But it remains to be seen how unified or how influential such a civilian party will be; and as long as Eritrea faces the threat of within its boundaries it is hard to see the military agreeing to surrender power.

Fred Halliday and Maxine Molyneux

When Chinese is a string of two-letter words

Chinese is easily the most popular language in the world. Between a quarter and a third of the inhabitants of the planet speak it as their first language, twice as many as speak English. It is a language of great richness, making delicate distinctions that are inexpressible in other tongues of our tower of Babel.

However, there is no denying that as a tool for mass communication it presents problems. Since the fourteenth century BC its alphabet has used about 50,000 characters, of which some 4,000 are in common use today. These are the very Chinese devil to mechanize.

Chinese composers still have to select their type manually from massive racks. A Chinese typewriter is a cumbersome form of miniature diving-bombing, on which a really proficient typist can achieve only ten characters a minute.

To send a Chinese telegram each character has to be translated into a four-digit number from 0000 to 9999, transmitted in Morse code, and reconverted at the other end: a laborious process prone to extravagant error. It is said that it takes 20 years of assiduous application to become expert in the Chinese Telegraphic Code. And has been assumed until very recently that Chinese characters were not computer-compatible, as they say in the technology.

This Chinese puzzle has now been cracked by the improbable team of two Cambridge lexicographers using a son's Meccano set, sealing wax, and string. Mr Robert Sloss, formerly an interpreter in the RAF, is director of the Chinese Language Project at Cambridge. Mr Peter Nambarrow is a physicist by profession, and a Chinese lexicographer and polyglot by inclination.

For the past six years they have been working on a computer Chinese-English dictionary that will be the first to record the vast changes in the language since the revolution. Without a computer their labours would have extended to the end of the century. If only they could teach a computer to read and write Chinese. . . . They have.

Like many great inventions, once the trick is explained, it seems child's play—correcting, obviously bright child's play. Since the Chinese language consists for most purposes of fewer than 10,000 characters, each character can be assigned its own square on a metre grid of 100 by 100.

They tried this out in the geology department, teaching a computer to read grid references like a crossword: line 27 across, column 73 down. This was crude and laborious, with a trolley being rolled over a large grid; and it depended on the tolerance of the geologists, who wanted to use the machine to draw maps.

Then Mr Sloss bought some Meccano to give his son for Christmas. The boy is still waiting for it.

They had the inspiration of transferring a grid of 66 by 66 (giving 4,356 centimetre

Two improbable Cambridge lexicographers have invented a computer that can read and write Chinese, an invention of the utmost importance to the understanding of China. Philip Howard reports

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boxes for the common characters of Chinese) on to a revolving drum. As the drum is rotated, successive lines are presented to the operator. A cursor that moves horizontally enables any particular character in any line to be pinpointed to its square.

This in effect reduced all the common characters of Chinese to two-letter words, or grid references. And your computer can understand, memorize, and regenerate two-letter words.

They called their invention the Ideomatic 66, with its apt connotations of ideograms, idiom, and idiot. It looks like a cross between a rotary steam iron and a machine on a seaside pier that simulates driving a car.

It was absurdly simple, but it was also profound. They now expect to publish their dictionary next year instead of next century. Cable and Wireless have developed the Ideographic Encoder, as it is now called, and it should be available commercially by the end of the year.

Last month a Chinese translation mission showed understanding interest in the invention of could revolutionize everything from their telegraph system to their telephone system. The Chinese Language Project, compiling a data bank of technical information, which put out of China at the rate of scientific journals a month.

It has developed a system of translation by computer. Chinese into pinyin English which is good enough to make the article intelligible to scientist in the appropriate field.

By a simple change of the system can be adapted to any language that uses ideograms, such as Japanese, Korean, and Singaporean, showing interest. Egyptian hieroglyphs, anyone? Anything that makes Chinese more accessible to the rest of the world, an invention of the future importance.

Prominent outsiders who become diplomats fairly late in life always feel that the future civil servants formula regulations to ensure that outsiders stay outside. Most of the time I have had with Mr Fay since his appointment as ambassador to Washington have revolved around the question of his expenses.

Mr Jay once told me that although he gets a generous allowance for entertainment, it is expected to use part of it salary for that purpose as we. Another time, he complained that although he was allowed to travel officially on Comcorde, he was not allowed to claim a Concorde fare and p to towards another mode of travel (such as going by sea).

I do not know whether or not the undiplomatic diplomats are truly obsessed with these matters, or whether they believe that I am, or whether they are nervous of talking me about anything else. In any case, their view on the subject is crisply summarized by Mr Richard: "Civil servants," I declared, "certainly know how to take care of their own."

When career ambassadors leave the service, he points out, they habitually quit six

far the Labour seat at Kettering. Selection will take place in April.

If he is selected he will have to resign forthwith from the public service, and he is miffed that in doing so he will forfeit several months of leave that he has accumulated in his four years at the United Nations. There is, he explains ruefully, no way in which he can claim the holiday or get compensation for it.

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months or so before their final retiring age, to use accrued unspent leave. To qualify for this paid leave they have technically to remain in the service until the day they leave the service. I have had a letter from a vice-director who becomes parliamentary candidate, I should entitle him to a holiday entitlement is collected.

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BRAKES ON THE NUCLEAR SPREAD

The first details have been published by the so-called Nuclear Suppliers Group of arrangements to stop material intended for commercial atomic power programmes being diverted into bomb production. The rules have been produced by a group of fifteen nations including the United States, Soviet Union, Britain, France and Germany, who are the major industrial countries providing nuclear reactors and the factories for enriching and reprocessing nuclear fuels. A call for tighter controls came in the wake of the 1974 explosion carried out by India, using part materials and technology from America and Canada provided for civil atomic energy programme.

More rigorous controls began with a group of seven in London in April, 1975. They have all been held in private. The announcement of a set of rules intended to block proliferation of weapons is the first public communiqué from the group. The document is not a formal international agreement, but the respective governments have given firm commitments to abide by the rules. Changes can only be made by unanimous consent. The rules cover the transfer of all nuclear technology, plant and materials covered in a seven-page "trigger list" of sensitive items. It includes reactors, enrichment and reprocessing plants and other strategic nuclear materials and technology.

A country wishing to import any of these must provide formal government assurances that the material or facilities will not be used to produce any nuclear explosive device, whether supposedly for peaceful or weapons purposes.

Effective methods of physical protection described by the supplier must also be used to prevent theft or sabotage. Inspection by the International Atomic Energy Agency of material or facilities is a compulsory part of any supply agreement. There will be no transfer of supplies to any third country, unless they accept the new rules. If any infringement of the guidelines is suspected, prompt consultation between the supplier countries is requested to consider possible sanctions.

A glance at the rate at which atomic power is being adopted as a source of primary energy supply throughout the world confirms the necessity for strengthening measures to stop proliferation. There are over 200 reactors operating in twenty countries, and by 1985 there will be three times that number in forty countries. A waste fuel rod from any one of these reactors could contain enough plutonium to make a weapon. Though advanced chemical processes are needed to obtain the material, India demonstrated one way of achieving it with modest resources.

Hence the proposals of the Nuclear Suppliers Group are to be welcomed, provided they are seen as a useful interim measure and not the ultimate solution to the problem. Indeed the creation of the group arose from a weakness in the existing Non-Proliferation Treaty. Some members of the Nuclear Suppliers Group, including the United States and Russia, wanted much tougher regulations or "full scope" safeguards from any country importing materials or equipment. Under these a recipient would have had to accept full inspection of all its

nuclear facilities, irrespective of how and when they were established. This concept of bringing the complete nuclear programme of a country under inspection, and not just a specific installation or batch of material, was behind the attempt to improve safeguards which produced the Non-Proliferation Treaty. The rules of the Nuclear Suppliers Group are comparable with the old original International Atomic Energy measures. Of course the French are not signatories to the Non-Proliferation Treaty, whereas they have formed a powerful nuclear exporting industry. In fact the modesty of the restraints imposed by the suppliers' group largely reflects French attitudes.

Another weakness in the safeguards system lies in the lack of inspectors available to the International Atomic Energy Agency. There are not enough of them to cover satisfactorily the existing nuclear facilities. A strong measure of control can certainly be exercised by cutting off the source of material and equipment from the major suppliers, but it would be far from complete. Nuclear technology is too widespread for such a blunt approach. India, for example, is already able to export some of its acquired technology: other non-weapons states are fast reaching that state. Sanctions by the Nuclear Suppliers Group would at best act as a slowing down process, merely extending the time it would take a country determined to become a nuclear power to do so. A more satisfactory long term answer would be to encourage France and all other countries to put their weight behind the Non-Proliferation Treaty, and to work for eventual nuclear disarmament.

Reporting on the situation facing British Steel

From the Chairman of the British Steel Corporation
Sir, The Select Committee on Nationalized Industries published on January 11, 1978 a most useful report on the British Steel Corporation which merits very careful consideration which it is now getting. There are two points in particular, however, to which I would immediately wish to reply.

The Committee suggests that the British Steel Corporation either "turned a blind eye to the real danger" or "deliberately avoided revealing the true situation". This is completely unsubstantiated by the evidence given to the Committee on May 1977 and published by them. My colleagues and I left a chart, showing a downward forecast of steel deliveries for 1977 and we said that the immediate future was a "downward" and a "serious downturn". Subsequently we sent them our public statements, all of which predicted a worsening trade and financial situation and the grave steps we were taking to deal with it. There can be no excuse for the Committee failing to realize this.

Secondly, the Committee complain that I refused to discuss "the options we were reviewing or to disclose our preferred option". I said, "If it was of value to you to have Mr. Varley and I together, and he agreed to would play my part, but I am one of the parties to an agreement very quietly to try to solve this huge problem and, honestly, I am not going—short of the Tower of London—to breach that agreement".

The constitutional question is no business of mine and as Chairman of the British Steel Corporation I will ensure that the Corporation will wholeheartedly cooperate with whatever control system Parliament specifies. The present case does however, I believe, indicate the extreme difficulty of trying to serve masters.

Yours truly,
CHARLES VILLIERS, Chairman,
British Steel Corporation,
33 Grosvenor Place, SW1.
January 13.

The destroyed Churchill portrait

From Mr Cecil Gould.

Sir, The difference between an artist's idea of his sitter and the sitter's idea of himself is only one of the problems connected with a portrait, and, in particular, with a memorial portrait of a famous man. Just as difficult, if he has a long life, is at what age to show him.

In Churchill's case, surely the most appropriate period is 1940, and surely again the crucial portrait is Karsh's famous photograph? I suggest that posterity will ultimately accept this as the definitive image and that, in the meantime, most people might do best to try to forget the others.

Yours,
CECIL GOULD,
6 Palace Gate, W8.
January 12.

From Mr Laurence Irving
Sir, Lady Spencer-Churchill had her reasons and characteristically acted upon them.

My grandfather, Henry Irving, similarly offended, destroyed a portrait of him painted by Sargent. Punch described it as "Heddi Irvill" such a bad cold in "his head". A portrait of him painted by Sargent, among the papers of Brant Storer in the Shakespeare Memorial Library.

At about the same time as the presentation to Sir Winston Churchill the friends of another much loved dignitary subscribed to have his portrait painted by a member of the Art Establishment. They rejected it as unrecognisable. Today it hangs in the Tate Gallery. Later the sitter's likeness and character were perfectly delineated by a painter whose perception and skills are not excelled by the elect.

Vandalism? Cannot a portrait painter commit calumny?

Yours, etc.,
LAURENCE IRVING,
The Lea,
Wetherham,
Tewkesbury, Kent.
January 12.

From Miss Honor Balfour
Sir, Your leader "The Loss of a Masterpiece" (January 13) and the forbearance of Graham Sutherland in his reaction to the destruction of his portrait of Churchill led me to my files for 1954 for a note on the painter's contemporary approach to the work.

On one aspect at least, painter and sitter, were at one—the pose (controversial though this has become since). Sutherland told me that Churchill himself took up the pose on a "Jude" in his studio, and that he insisted on it in subsequent sittings. In a BBC interview with me in December of that year, Sutherland said: "It was very like my original idea. I wanted to give a kind of four-square look to the picture—Churchill as a rock". So I heard no more. Why then did Churchill's breast? Lord Clark suggests it was sparked by vanity. Quite probably. But even more to the point, Sutherland was almost prophetic when he said in that same interview: "Perhaps a national

hero should not be painted in his lifetime at all." The early Churchill laid down rules severely regulating the painting of his sittings, so that the public saw only "a kind of poetic conception" of them many years later. Maybe the Churchills would not have destroyed Sutherland's masterpiece had he painted merely "a poetic conception".

Yours, etc.,
HONOR BALFOUR,
25 Royal Crescent, W11.
January 13.

From Mr Humphrey Brooke
Sir, There is at least one parallel in fairly recent times to the gravestone of Mr Graham Sutherland, interpretation of Churchill. That is the large portrait of King George V by Charles Sims (the mentor of Lord Clark of Salwood), reproduced as the frontispiece of *The Royal Academy Illustrated* in 1924. It would appear to have been a notable painting and a reliable connoisseur once described it to me as "about the best Royal portrait of the century". However, the Monarch sold the R.A. and the Secretary (Sir Walter Lamb, from whose mouth I heard these details) that he "would like to see the damned thing burnt". Returning to Burlington House these two officers dutifully backed up the canvas with an axe and used the fragments to stoke the furnace.

Destruction of the Sutherland, an infinitely more terrible disaster, can hardly be a surprise to politicians and others who were in no doubt as to Sir Winston's reactions to his birthday present. They were vehemently expressed in 1956 when the Royal Academy was preparing a Winter Exhibition *British Portraits* and wished to include either the finished work or some of the preliminary studies (now in Canada).

Several morals can be deduced from these two painful episodes. Anyone who has worked among artists may perhaps be forgiven if he expresses a special degree of sympathy for one of such integrity and penetrating skill as Mr Sutherland. Yours, etc., HUMPHREY BROOKE, Secretary of the Royal Academy (1951-1968), 8 Pelham Crescent, SW7.
January 13.

From Miss Anne Wake
Sir, Had the painting of Sir Winston not been destroyed one can assume that one day it would have been put on permanent show to the public—and that we simple folk, our minds uncluttered by high artistic thoughts and family feelings, might therefore have been allowed the final judgment. To me the picture simply shows a proud, defiant and slightly belligerent old man. Surely not bad description of Sir Winston. Yours faithfully, ANNE WAKE, Bridge Mill, Mill Lane, Sheat, near Petersfield, Hampshire.
January 13.

Photocopying and the price of books

From The Master of Emmanuel College

Sir, There seems little doubt that photocopying, besides promoting the dissemination of knowledge already in print, may well increasingly prevent new knowledge from being printed. The price of a book, and thus ultimately its actual publication, depends far more upon the number of copies that can be sold than is realized by the average person, and certainly by the average scholar. The extraordinary proliferation of reprographic (if that is the word) machines throughout the world has made it so easy to copy significant sections of books in relatively large numbers that as every publisher of scholarly books knows, sales have been reduced to perhaps as little as one third of what could have been expected 10 or 15 years ago. Every scholar knows that for every properly safeguarded Xerox machine in a British university library there are at least a dozen, perhaps many more, elsewhere, totally unsupervised.

I remember a university library abroad with at least four such unsupervised machines outside its very doors.

Some university teachers wish, in a sense, a comfortable real, distributable dozens of copies of passages from texts, if not from text books, to their classes. Yet all this contributes (along of course, with other factors), to the impossibility nowadays of publishing new editions of texts. They always had small editions—say 1,500 to 2,000—which were kept in stock for years. To reduce the potential sale of such an edition to 500 copies necessitates far more than trebling the price, because there is no run on advanced editions. The cost of storage and distribution and the effects of inflation. When the price thus goes very high it is obvious that even fewer libraries, and hardly any scholars, can afford to buy. The result is an even steeper decline in the sale of books, or more likely, no edition at all. It is important that the scholarly community should appreciate some of the elementary facts about the distribution in print of the knowledge of which they are producers and guardians.

To fail to reap some modest return, even if clumsily and roughly calculated, from reprography, for those who have produced the original material, and need the return in order to continue to produce original material, especially in the continuing absence of Public Lending Right, is to starve the goose that lays the golden eggs. The alternative is a totally different way of financing books of scholarly and literary value, independent of the market, with all the complications and dangers that that involves. Yours faithfully, DEREK BREWER, Emmanuel College, Cambridge.

Hijacking of airliners

From Dr Gerald Clayton

Sir, Paul Wilkinson's news on aircraft hijacking (January 9) is timely and will hopefully stimulate more public debate. The seeming indifference of the press towards such occurrences may, however, have considerable effect in minimizing the reality.

After a particularly traumatic trip to Malaysia five weeks ago to search for the body of my brother-in-law aged 38, killed in the crash on December 4, I feel qualified to comment on the effects of sabotage on passengers as well as the devastation to the airline industry, which will not, I fear, be cleared away so quickly. Bearing the news of their father's death to three children aged 12, 10 and 5 is not an experience to be repeated.

The press coverage of this event was, however, sparse, and information regarding the contents of the flight recorder, whose discovery was published, has not been forthcoming. News about the later Air India crash, also purportedly caused by a bomb, has been virtually nonexistent, even though this was the third worst crash in the history of aviation. The truth is that air crashes from whatever cause are soon old news, and besides, nobody anyone knows is ever killed in one, that is unless it happens to you.

Will not major insurance companies refuse to honour policies on aircraft and passengers, if it is shown that accidents caused by sabotage are due to inadequate security? Only the threat of such financial sanctions will pressurize air authorities into providing the security measures which, outside the United States, are so obviously lacking. Yours faithfully, GERALD CLAYTON, Creamline Farm, Marston, Hertfordshire.
January 10.

Grants to chemists' shops

From Mr R. G. Worby

Sir, I refer to your report (January 11) under the heading "£5m grants to help small pharmacies" containing the statement made in the House by Mr David Ennals, in reply to a parliamentary question, regarding the effects on elderly people of the continuing closure of chemists' shops.

In this regrettably misleading statement the Secretary of State referred to the £5m lump sum being made available to help the introduction of a new system of payments but failed to inform the House that his recent reduction in payments to chemist contractors will total £17m by the end of this year.

Recent action by the Secretary of State will, therefore, have the effect of depriving chemists of £17m whilst returning a once only payment of £5m for the specific benefit of certain small chemists. Yours faithfully, R. G. WORBY, Chairman, Pharmaceutical Services Negotiating Committee, 63 High Street, Rickmansworth, Hertfordshire.
January 12.

A MAN WHO EARNED INTERNATIONAL GOODWILL

Hubert Humphrey had two qualities of which the United States and indeed the western world is much in need these days. The first was the capacity of a politician to communicate. Here are others, though: not many, who have been prominent in American national politics for some thirty years. There are others, though, not many, who have held high office and exercised such much influence in the state. But it is hard to think of any American politician today that the same ability to get across his ideas and his enthusiasm to his audiences.

That was never more evident when he made his celebrated return to the Senate in 1961 for the first time since he had been announced that he had inoperable cancer. It was a truly an emotional occasion he greeted each of his fellow legislators in turn on the floor of chamber. No speaker could have had a more sympathetic audience. But there was a sterner style, wit and even subtlety in his remarks than in the tributes paid to him. If he was, the orator's instinct still there.

It was an instinct that had a nurtured over many years. Humphrey came of a generation for whom the first of the gifts was the art of

attracting and keeping an audience's attention, whether in the local school-room, on a whistle-stop in a convention hall. Nowadays it matters so much to a politician that some of his words should be carried on television or radio that his speeches often seem to be a collection of short, attractively packaged messages rather than the development of a consecutive, closely reasoned argument for the benefit of those in front of him. Perhaps that may have had much to do with the decline in the quality of political oratory in this country no longer has the importance that it had. But Hubert Humphrey had not only the speaker's artistry but also the human warmth to break through such technological restraints. He bubbled both with ideas and with conviction. At a time when the good intentions as well as the competence of politicians are so widely questioned—especially in the United States, but not only there—that is no small gift to bring to public life.

The second quality that Humphrey had which is nowadays in such short supply was the capacity to project his personality and his idealism beyond the frontiers of his own country. Not since the death of John Kennedy has the United States possessed a President

who could do this. Lyndon Johnson may still be respected in Washington for his ability to handle Congress, especially in his early years in the White House. There may have been more substance in Nixon's foreign policy than it is now fashionable to acknowledge. Ford may have performed an invaluable historical role in calming the nerves of the American public. It may be too soon to judge the quality of Mr Carter's Presidency. But none of them has ever managed to capture the imagination of America's friends and allies.

The international scene and the nature of the western alliance have both changed since Kennedy's day. The superpowers are no longer quite so dominant. Relations are more fluid. But it makes it all the more important to the United States for it to have leaders who can win the goodwill of other countries. Had Hubert Humphrey become President he would have been exceptionally well qualified to do this, although his reputation suffered abroad as it did at home from his association with Johnson's Vietnam policy. But even without that, his personal warmth, his zeal for good government and for international order enhanced the standing of America in public life.

The tube to Heathrow

From the Managing Director (Railways), London Transport

Sir, Lady Burrows of Coventry (January 7) suggests that there is a need for some passengers travelling to and from Heathrow airport to have luggage with them that they cannot manage to carry without assistance. The new Piccadilly tube link should have made provision for the luggage of the recognised groups of customers cannot always get all they want. In this case it is not because passengers are encumbered with luggage as regarded as not "legitimate"; it is because meeting their special needs on the tube would have led to the disadvantages of an infinitely larger number of other customers. The issue was not decided in private by nationalized industry but by the Minister of Transport on the recommendations contained in a report from a group of nine members (London Transport being only one), which was published in May, 1970.

Mr James Melvin (January 3) seems to think that either London Transport or British Railways, or a nefarious though unlikely combination of the two, was able to block the proposed tube link. But neither of them had any power to direct the findings of the 1970 steering group if they had wanted to; and the group's findings were as objective an analysis of the case as could be made. The new law make them. Certainly the files contain schemes for road improvements, including underpasses, which were claimed by the traffic engineers to provide solutions for the congestion problems expected at Victoria. These schemes, and their environmental consequences in Belgrave, were never put to the test with the planning authorities; it was thought better not to create the question time towards the close, although in days of Opposition and of power he had usually preferred to sound the alarm in the room playing piquet with boon companions he had chosen mostly for their wit or for their appreciation of his own wit, a relisher of words and parliamentary swordplay. He remembered him at his magnificent best, and his petty partisan worst, admiring the one and forgiving the other. They remembered him more than half a century, yet saw him now sitting at a bench in Coventry, the man who was speaking for the Conservative Government on the Treasury bench, because his memory had failed; and they heard the story of the luncheon at which Harold Macmillan and Admiral Mountbatten sat on either side, and how at the end Churchill turned to the left and asked too loudly, "Harold, who is this clever young fellow on my right?"

I believe I am not alone in never wanting to see the Sutherland portrait again. Far better call to mind the Colossus he had been, with the wars not forgotten. He could be generous: when he became Prime Minister and Minister of Defence again in 1951 he brought tears to Manny Shinwell's eyes by saying that as Labour Minister of Defence he had nothing to be ashamed about. He could be mean. Earlier, when the Labour Government approved the appointment of an American admiral to command the western approaches, he outrageously advised Mr Shinwell to visit Italy because that was all he was fit for.

The trouble with the Sutherland portrait, at least for politicians, is that it missed out the roar that made the lion. At the going down of the sun, and in the morning, politicians will remember him.

Buying seasonal goods

From Dr T. J. Pedley

Sir, Am I alone in being amazed that on this, the first day of snow in this part of the world, an assistant at a large local shoe shop can say smugly, "Oh no, we won't have any more boots in before next September". This from a representative of a firm which produces an elegant and waterproof ladies' boot called "Snowmaid". She added that they like to get rid of all their boots by January to make room for spring shoes, despite the fact that the worst of the winter is yet to come.

I would have thought that such firms would have enough sense to keep basic items like boots in stock throughout the winter. Why should ladies whose old boots wear out get new ones? Why should the public have to buy things at particular times of year, during artificial "seasons" invented by the idle manufacturers, instead of when they want them? If this selfish and unrealistic approach to serving their customers is typical of our manufacturers and retailers, no wonder British business is at a low ebb.

And if someone should feel inclined to reply that most people do buy their boots in the autumn, when they are available, I would say that proves nothing: they have merely learnt to live with the system, and like too many Britons, do not have the energy to complain about it. We have the same difficulty buying bathing suits in the summer.

Yours faithfully,
T. J. PEDLEY,
19 May Road,
Croydon, Surrey.
January 11.

Civil Service pay

From Mr Kenneth Baker, MP for City of Westminster, St Marylebone (Conservative)

Sir, Lord Orr-Ewing (December 10) has sparked off an interesting and informative flow of letters. He is clearly right to applaud the Government's restoration of the system of pay research for the Civil Service, and the pooling of it by an independent board members. The major weakness of pay research in the past has been the feeling that it was a cosy arrangement run by insiders for the benefit of insiders. It was also good to learn from the letter (January 6) of Mr Burnett, an official of the Civil Service Department, that the actual staff and Director of the Pay Research Unit could be recruited from outside.

An additional advantage is that the board will review the deduction, currently 1.75 per cent, that is made from Civil Service salaries to allow for inflation proofed pensions. Much of the resentment against this has been due to the feeling that civil servants were getting this enormous benefit on the cheap. It is now up to the board to review this deduction which even the Government Actuary has acknowledged as being inadequate.

Every government has to take a view on the level of wages it pays to its own employees. The Pay Research system provides an automatic assessment of the increase needed to bring the salaries up to the level of those paid in the private sector for comparable jobs. The catch-up period is about six months. When the system operates

unfettered by a formal incomes policy, civil servants know that they will be fairly treated. The Civil Service unions also welcome the system, since before the final figure is agreed upon there is some scope for negotiation.

Could such a system be the basis for settling wages and salaries in other parts of the public sector? I think it could. A Pay Research Unit could be set up for local government employees, and for the administrative staffs of such bodies as the water authorities, the gas and electricity corporations and the Post Office. Some groups like the firemen, the police, the armed forces and the miners would have to be excluded since there are no comparable jobs in the private sector.

Such a system would provide a fairer, more open and less contentious way of settling many salaries where at the end of the day the government is the paymaster. As there are over six million people working in the public sector, any government will have to have a policy for the payment of their incomes if the private sector is allowed to find its own level of wages and salaries, and by and large over a period of years it does, then the problem for the government is to ensure that their employees do not fall far behind. If these employees could be assured of a fair salary related to comparable jobs in the private sector then many of the agonies and inflexibilities of recent incomes policies could be avoided. Yours sincerely, KENNETH BAKER, House of Commons.
January 8.

Ivory Wood

Portrait of a man without a roar

Portrait of the Flanders trenches, British Legion, the regimental ones, and of those drill sergeant's lines of headstamps across France provided the death-paragraph for the warriors who young. They shall grow old as we that are left grow old, shall not wear them, nor the condemn Winston Churchill warrior who did grow old age did weary him, as every minister politician who watched years of his decline saw pain and embarrassment that not easily be borne. In that too, the Graham Sutherland portrait, commissioned by the Commons to celebrate his eightieth birthday in 1954, could not easily be as we that are left grow old, shall not wear them, nor the condemn Winston Churchill warrior who did grow old age did weary him, as every minister politician who watched years of his decline saw pain and embarrassment that not easily be borne. In that too, the Graham Sutherland portrait, commissioned by the Commons to celebrate his eightieth birthday in 1954, could not easily be

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THE TIMES

BUSINESS NEWS

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Leyland's shop stewards set for showdown on cutbacks today

By R. W. Shakespeare

A delegation representing shop stewards from Leyland's 30 manufacturing centres is expected to meet today with Mr. Michael Edwards, chairman, to discuss plans to cut the 130,000 jobs in the car-making group. The meeting is expected to be a tense one, as the stewards are determined to resist any reduction in the labour force. The company has announced that it is planning to cut 130,000 jobs by 1982, a move which would reduce the workforce to 100,000. The stewards are concerned that this will lead to the loss of jobs in the car-making industry, which is a major employer in the region. They are also concerned that the company is not doing enough to protect the interests of its workers. The meeting is expected to last several hours, and it is likely that there will be some disagreement between the two sides. The stewards are determined to fight any cutbacks, and they are likely to demand that the company provide more information about its plans. The company, on the other hand, is determined to implement its plans, as it believes that this is the only way to remain competitive in the market. The meeting is expected to be a key moment in the company's history, as it will determine whether the company can successfully implement its plans or whether it will be forced to abandon them.

MPs seek terms of £52m Indian ships deal

By Peter Hill

Ministers are to be questioned next week on the terms of the deal under which Britain is to provide aid money to India in order to build ships worth £52m in the United Kingdom. The deal, which was announced last month, is a controversial one, as it involves the use of public funds to subsidize the construction of ships for a foreign government. The opposition has expressed concern that the deal will lead to a loss of jobs in the shipbuilding industry, and it has demanded that the government provide more information about the terms of the deal. The government, on the other hand, has defended the deal, claiming that it will create jobs and boost the economy. The meeting next week is expected to be a heated one, as the opposition is likely to demand that the government withdraw the deal. The government, however, is determined to proceed with the deal, as it believes that it is in the best interests of the country.

Bank of England 'brains trust' opts for middle road in expansion Academics favour £2,000m tax cut

By Melvyn Westlake

Broad agreement about the need to make further cuts in British taxes to stimulate the economy has emerged from a secret meeting between senior Bank of England officials and a panel of top academic economists.

Although there was apparently some disagreement about the precise scale of any such boost to the economy, the broad impression created was that the majority of economists were in favour of tax cuts amounting to about £2,000m. This is roughly in the middle of the range that has been popularly canvassed in recent weeks.

The all-day secret session, which took place at the Bank of England earlier this month, was the second meeting of the

Bank's consultative academic panel, set up last autumn in an attempt to keep the Bank more closely in touch with academic opinion, and sharpen the debate over key aspects of Britain's future economic management.

The panel, somewhat different in composition to the group that attended the first meeting in October, was again chaired by Professor Robin Matthews, Master of Clare College, Cambridge. The other members included Professor A. J. Brown, University of Leeds; Sir Alec Cairncross, Master of St Peter's College, Oxford and a former chief economic adviser to the Government; Mr Wynne Godley, director of the Department of Applied Economics, Cambridge; and Mr Geoffrey Marshall, until recently a Deputy chief economic adviser to the Treasury.

Also present were Professor Michael Artis, Manchester University; Professor William Reddaway of Cambridge; Mr David Foray, director of the National Institute for Economic and Social Research; Mr Maurice Scott, and Mr John Fleming, both of Nuffield College, Oxford.

Unlike the first meeting of this group, the Treasury was also represented by Mr

Fred Atkinson, chief economic adviser to the Government. For the Bank, there was the governor, Mr Gordon Richardson, three directors, Mr Christopher McMahon, Mr John Florde, and Mr Christopher Dow, as well as senior members of the Bank's economic staff.

The meeting was held to consider the causes of the present world recession, about which there appears to have been a good deal of dispute. There was rather more unanimity about the need for the Government to take fiscal action to raise the level of demand in the economy, although opinion was divided about how restrictive any accompanying money supply targets should be.

Generally, there was a split between those economists whose Keynesian analysis led them to suggest that insufficient demand lay at the heart of the recession, and other economists who saw the problem as structural—partly resulting from an excessive rise in real wages and the monetary surplus of the oil exporting countries.

The Bank of England seems determined to try to keep secret these meetings, arguing that the panel can only express its views openly if it is assured of total confidentiality.

Reduced rate band mooted in Budget strategy

By Caroline Arkinson

There is a strong possibility that a reduced rate band for income tax will be a major part of the substantial cuts in income tax which are expected in the next Budget, although the great cost of introducing such a scheme may tell against it.

The Prime Minister is believed to be particularly taken with the idea, which was the main plank of the TUC's recent Budget proposals. There is, however, considerable opposition to the scheme in Whitehall because of its cost.

A rise in indirect taxes in the Budget, which would give more room for direct tax cuts, now seems to be virtually ruled out because of its inflationary effects.

The next Budget will be drafted with an eye to securing moderate wage increases as well as to the possibility of an election sooner rather than later. A Government-induced price rise would seem unwise on both counts.

It has been suggested that a reduced tax rate of, for example, 25p in the pound should be levied on the first £1,000 of taxable income. However, this would cost a hefty £2,000m or thereabouts. The Chancellor has expressed interest in the idea, although it was ruled out in last year's Budget on the grounds that it is a more expensive and less efficient way of coping with the burden of tax on lower incomes than the raising of personal allowances.

The overlap between the tax system and the social security system, whereby people on low incomes can be paying tax with one hand and receiving state benefits with the other, is both anomalous and believed to be damaging to incentives.

It can be tackled by raising the level at which tax begins through increased personal allowances. This is the course so far taken by the Government. However, that leaves unchanged the steepness of the change between taxed and untaxed incomes.

Another feature of a reduced rate band is that it does not give a bigger benefit to those paying higher rates of tax in the way that a rise in allowances does.

Dispute over protection of fish imports

By Hugh Clayton

A dispute over fish imports has broken out on the eve of a Brussels meeting at which British ministers will campaign for protection of the home fishery industry against unrestricted imports by traders and frozen fish.

Mr Michael Debatre, secretary-general of the United Kingdom Association of Frozen Food Producers, said: "What we want is a little help from the Government with any country that can supply us with fish. We want them to bring that forward in the negotiations on Monday."

The dispute centres on supplies from Iceland, where British trawlers used to catch more than a quarter of their white fish. Icelandic waters have been closed after a series of cod wars, and traditional landings of white fish from Icelandic boats at British ports have been blocked by humpers.

Their ban has the back support of the British Fishing Federation, which represents trawler workers.

"The Icelanders can send fish to the EEC on very favourable terms and we have nothing in return," the federation said.

Nube backs Channel Islands' pay protest

By Christopher Thomas

Channel Islands bank staff employed by the London Clearing Bank are being asked by the National Union of Bank Employees (Nube) if they are prepared to take industrial action.

The union is circulating leaflets on the Islands setting out a demand for pay increases and the right to local negotiations. Traditionally the staff have been linked to the mainland pay and conditions system.

The Federation of London Clearing Bank Employers is refusing to deal directly with Nube, which has withdrawn from the traditional bargaining structure in protest at having to share negotiations with the rival staff associations.

Mr John Hargreaves, a Nube spokesman, said: "Mr David Evans, a Nube organizer, will visit the Channel Islands this week to discuss possible protest action. The union claims to represent 700 of the 2,000 staff employed by the London Clearing Bank in Jersey and Guernsey. It says staff employed by other banks have negotiated substantial rises, rising in one case to 22.5 per cent last year."

End in sight for building liaison group

By John Huxley

An impasse is expected soon on the future of the ill-fated Construction Industry Liaison Group, set up in 1974 by Mr Francis, Minister for Housing and Construction, to provide a direct link between the industry and government.

The group, formed partly because the existing consultative machinery was considered too unwieldy, was dissolved in May. It first met in April, 1975, and there were about a dozen subsequent meetings.

Creation of the group, which was chaired by Mr Fresson and brought together individuals from the industry, professional and trade unions, and officials from the Department of the Environment, was welcomed at the time as a well-intentioned move to improve the monitoring of supply and demand.

Its limitations appear to have stemmed from a growing feeling within the industry that despite the group's attempts to stabilize construction's workload, the Department of the Environment, as sponsoring ministry, lacked the political power to prevent public-sector spending cuts. The industry sought fewer words and more action.

Shipyard managers' ban

Managerial workers in the shipbuilding industry are to be hit by an overtime ban from February 1 because their union has been recognized by British Shipbuilders. The ban involves over 1,600 members of the Shipbuilders' Association of Management, who are expected to be out of work for several weeks. The union, which is part of the Transport and General Workers' Union, has demanded that the company provide more information about its plans. The company, on the other hand, is determined to implement its plans, as it believes that this is the only way to remain competitive in the market. The ban is expected to be a key moment in the company's history, as it will determine whether the company can successfully implement its plans or whether it will be forced to abandon them.

Brazil charge on cartel

Brazil is going to ask the United Nations Conference on Trade and Development for the full text of the Document that accuses a multinational cartel of major electronic manufacturers of having "systematically" used "the Brazilian electronic equipment industry. The Government only learned of the cartel's alleged actions through newspaper reports on Friday.

Little hope of early agreement on higher IMF quotas

By David Blake

Prospects for early agreement on a substantial new increase in the quotas of countries belonging to the International Monetary Fund have now dimmed considerably.

It looks as if the next meeting of the Fund's Interim Committee in Mexico City in March will fail to reach agreement on the size of any new increase needed to boost the IMF's ability to lend to member countries.

Attention is focusing on hopes that agreement may be reached on the principles to be adopted in sharing out quotas, with a decision on the size to be taken later.

Officials of the Fund have been pressing for a sharp increase in quotas, possibly by as much as 75 to 100 per cent to replenish the Fund's liquidity. Quotas determine not only voting rights, but also how much a country can borrow and how much it is required to put into the Fund.

A previously agreed increase in quotas is still stalled in the national ratifications procedure of a number of countries. And failure to carry through the last increase has left the Fund short of cash.

Its problems have worsened by the failure of the United States Administration to make good its promise to get approval for the \$10,000m (about £5,263m) "Witteveen Facility", which combines funds from industrial nations and oil-rich surplus countries such as Saudi Arabia.

Optimistic estimates say that the earliest time by which Congress can be expected to ratify American participation in the

Esso and Shell in Argentine exploration bids

Esso and Shell are expected to be among companies placing bids for oil exploration contracts in Argentina or near Tierra del Fuego.

The Argentine government said yesterday that eight oil companies had already paid \$50,000 for contractual specifications and geological studies from Argentina's state-owned oil company Yacimientos Petroliferos Fiscales. The winner of the exploration rights will be announced within a month.

Mr Raul Ondarts, president of YPF, said one company might be chosen to handle the entire 20,000 square kilometres, or two companies contracted to share it.

Work on the project is expected to include nine years' exploration and 20 years' production.

In 1976 Tierra del Fuego produced 1,078,300 cubic metres of light crude oil and during the first six months of 1977 762,700 cubic metres.

Shipbuilders pin hopes on container boom

By Our Industrial Correspondent

Construction of container ships and roll-on/roll-off vessels will be the brightest spot for the world's hard-pressed shipbuilding industry over the next decade, according to a study published today.

Although over the period of 1985, trade in dry cargo vessels is expected to grow at about 3 per cent a year—compared with 6.7 per cent in the past fifteen years, largely as a result of Japanese industrial growth—the survey said that there will be a large replacement demand in the general cargo sector.

*Dry Cargo Ship Demand to 1985, Maritime Transport Research, £150.

Times fail to see on lower res structure

At a meeting on January 15, scheduled news failed to reach agreement at the weekend on a cut in Transatlantic fares proposed in competition with Air France. The meeting was held in London, and it was expected that an agreement would be reached. However, the airlines were unable to agree on the details of the fare cuts, and the meeting ended without a decision. The airlines are concerned that the fare cuts will lead to a loss of revenue, and they are likely to demand that the other airlines provide more information about their plans. The airlines, on the other hand, are determined to implement their plans, as they believe that this is the only way to remain competitive in the market. The meeting is expected to be a key moment in the industry's history, as it will determine whether the airlines can successfully implement their plans or whether they will be forced to abandon them.

Kuwait support for Opec switch from the dollar

Kuwait, Jan 15.—Kuwait will support any move to abandon the United States dollar as a basis for world oil prices to protect its income from the continuing decline of the American currency, Dr Mohammed Nussair, assistant under-secretary at the oil ministry, said at the weekend.

Last Wednesday the Saudi Government said Riyadh might press for a switch from the United States dollar in favour of a basket of currencies at the next meeting of the Organization of Petroleum Exporting Countries in June.

Energy talks: Yesterday, Mr James Schlesinger, American Secretary for Energy, discussed cooperation in the use of solar energy with the Saudi oil minister, Shaikh Ahmed Zaki Yamani, well-informed sources said in Riyadh. —Reuters, Agence France-Press.

Italy's cooperatives plan three years of expansion

From John Earle

Rome, Jan 15 Italy's left-wing League of Cooperatives in its congress ending at the weekend has endorsed a policy of expansion over the next three years, despite the evidence of stagnation in the economy and the threat of an internal leadership crisis.

The league, grouping three million members in 11,000 co-operatives which account for an annual turnover totalling about £2,500m, approved for the first time a three-year development programme entailing capital investment of 1,224,000m lire (nearly £1,300m).

Half of this will be spent on housing, while other sums will go to agriculture, industry, distribution and retailing services, fishing, etc.

Though cooperatives have not been immune from the difficulties that have overwhelmed numerous private and public sector companies, the movement's leaders stress the commitment to expansion as a sign of its resilience and resistance in a time of crisis.

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January, 1978

Kelsey Industries Limited

Statistics from the Report of the Chairman, Mr J. G. Moss, and the accounts for the 12 months to 30 September, 1977.

	1976/77	1975/76
Turnover	16,862,452	12,150,991
Direct Exports	6,150,196	3,991,894
Profit before tax	1,989,537	1,653,957
Profit after tax	960,356	775,883
Ordinary Dividends	124,214 (12.939%)	111,216 (11.585%)
Earnings per share	21.0p	16.2p
Retained trading profits	812,758	664,667
Depreciation	215,266	228,608
Net assets	5,242,671	4,413,070

MANAGEMENT

Edited by Rodney Cowton

When will industry measure up to the needs of talented youth?

There was very little for the comfort of industry when over 100 businessmen and educators got together last week under the auspices of the British Institute of Management to discuss "Industry, Education and Management".

They had convened to consider the Department of Industry's orange discussion paper, published last July, which had chiefly focused on the problems of ensuring an adequate supply of able and well educated people from the colleges and universities into manufacturing industry.

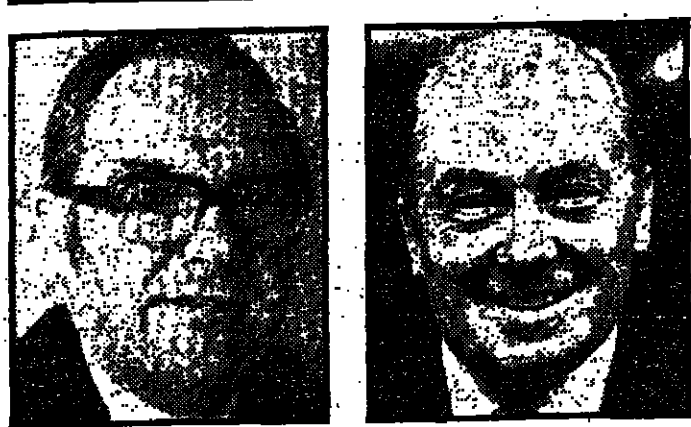
It was common ground at the seminar that many of the more able school leavers and university graduates found the prospect of a life in industry unattractive.

While the educationists tended to express a desire to know what they could do to help, it was generally accompanied by the suggestion that industry's image was not wholly undeserved. Thus, Sir Alex Smith, chairman of the Schools Council, said that "much of the alienation of young people happens because of their feeling that there is no normal dimension in our industry/commercial culture".

Even Mr Kenneth Corfield, deputy chairman and managing director of Standard Telephones and Cables, felt that a lot of British industry has not emerged from the 19th century.

Professor Keith Lockyer of Bradford University had the task of outlining the dimensions of the problem, which can be summarized in one statistic which he gave. In 1975 the 162 applications for places at universities to study production engineering—which is recognized as one of the major areas of weakness in British management—was almost matched by the number of applications to study Welsh.

Most of the speakers threw in their pennyworth of favoured solutions: a place for the production function on the board of directors (Mr Kenneth Corfield and Professor Lockyer); greater use of work experience schemes for school leavers (the Rev Canon George Tolley, chairman of the management studies board of the Council for National Academic



Sir Alex Smith (left), chairman of the Schools Council: "No normal dimension in our commercial culture." Mr Kenneth Corfield (right), deputy chairman of Standard Telephones and Cables: "Much of industry has not emerged from the nineteenth century."

Awards); the creation of a degree in technology available to people who had not been to university; a polytechnic (Mr Corfield); general improvement in the remuneration and status of production management (Professor Lockyer); expansion of day release schemes (Sir Alex Smith).

Most of these notions have much to commend them, but one had the feeling that they were based on perceptions formed some time ago, and there was a lack of any suggestion of a fresh and rigorous approach.

It was as though men stood peering at the points on the horizon at which the sun had set, perplexed by the darkness and cold, while behind their backs the sun was rising again over a world which had suddenly changed.

The solutions to problems which had their roots in the 1950s and 1960s, if not earlier, were being sought in the context of the 1970s, with little overt acknowledgment that

the proper context for consideration is that of the 1980s and 1990. For any improvement which has to stem from changed attitudes among young people can hardly yield significant industrial benefits in under ten years.

Industry is likely to change substantially in the next decade or two, and a proper assessment of the needs ten or twenty years ahead could be fundamental to any attempt to get an appropriate response from the education system to the problems of industry.

If the demand of manufacturing industry for sheer numbers of bodies is to continue to decline, as seems likely, while its demand for the talented and highly trained few increases, then this has different implications for the educational system than if the objective is simply to achieve a blanket change in attitudes towards a career in industry and a more or less universal improvement in relevant standards of education.

Again, one of the less attractive features of production management is probably its perceived proximity to the grease gun and the boiler suit, but given the degree of automation which would occur if ever there was an investment boom it could well be that it would come to be seen as a career in the characteristics of production management.

Presumably these longer term perspectives will be among the topics which will be considered by a BIM action committee which will include representatives of the Confederation of British Industry, and which is expected to come up with specific proposals by the end of the year for recommending the interests of industry, management and education.

If many of the contributions were pitched at a level of generalization which excluded the particular without providing a clearly worked out framework from which conclusions could be drawn, there was one paper which was extremely specific.

This was one in which Mr Brian Hyde, manager of graduate recruitment with IBM United Kingdom, outlined the procedures through which his company secured its supply of graduates. It is a task of which IBM has much experience with over a quarter of its nearly 14,000 employees being graduates.

He described an extremely methodical approach to recruitment which last year led to new graduates accepting the IBM offer of 77 per cent of the jobs offered. Mr Hyde was able to outline training programmes for graduate recruits and career paths which could lead to a reasonably successful graduate reaching the top of the region of £10,000 after about nine years in a professional function.

Such arrangements are not unusual among large companies, but it is the lack of clearly defined training and career programmes which often seem to deter graduates from joining less highly organized businesses.

Industry, Education and Management, published by the Department of Industry.

RC

Packaging UK holidays for the foreigner

It might seem obvious that if companies like Thomson and Cosmos can make money packaging holidays abroad for the British, someone ought to be able to prosper by doing the same thing in reverse for foreigners.

Yet the Europe-to-Britain travel business is curiously fragmented. It has been left to one relatively unknown British firm to build a commanding position in this market, doing our balance of payments a power of good in the process.

That firm, Saintseal Holidays, has grown from nothing to a turnover of nearly £13m in 1977, of which no less than £2m was direct foreign-currency earnings.

It was in its infancy when a group of young Italians formed Saintseal in 1962. It began as the United Kingdom service arm of an Italian parent firm, but now all the shareholders are resident here and the company's earnings stay in this country.

Initially, Saintseal was a handling agency but 1966 was a watershed year: bringing in the United Kingdom World Cup boosted turnover in 12 months from £200,000 to £600,000. Extra staff had to be engaged and, when the final whistle had blown at Wembley, Saintseal's financial director, Ronald Simms, had to make a crucial decision: do we pay off the staff, or keep them and try to sustain turnover at the new high level?

Simms persuaded his colleagues on the board to go for growth. It was a bold step, for it meant contracting with airlines for "series charter"—continuous programmes of interlocking flights—which is far more risky than the usual one-off arrangements.

Continental continued to buy the low-cost "visit Britain" packages in large numbers and the "empty legs"—about one flight in every eight—were profitably

Saintseal has a commanding position in the Europe-to-UK travel business besides greatly benefiting our balance of payments

utilized by acquiring, in 1967, the Pegasus Holidays company which catered for Britons seeking short breaks abroad. Saintseal has always had a youthful management. Two of the three directors are Italian. Giuseppe Olivares, 37, does the key job of putting the immensely complicated holiday programme together. Frediani, 35, oversees the day-to-day operations.

Ronald Simms, who is 40, has to make sure that the financial sums come out right. He has just spent £170,000 on installing an ICL computer to check on the availability of aircraft seats and hotel beds. With well over 300,000 of each on offer this year, the computer only needs to improve occupancy by 1 per cent to pay for itself.

Thanks to the computer, have already been installed in several of Saintseal's 10 continental offices. Italy still provides 60 per cent of Saintseal's traffic, but now it also operates in Germany, Switzerland, Austria, Spain and Portugal.

Traffic peaks do not all coincide with those of United Kingdom outward tour operators. For example, one very busy time for Saintseal is the festival of All Saints (November 1 to 4), when thousands in Catholic countries have time off and use it to visit Britain.

Much to the chagrin of our regional tourist boards, 95 per cent of the foreign trippers (average stay four nights) choose to stay in the London area. Edinburgh comes a poor second (it seems to be particularly popular with Italians).

Saintseal has another neatly dovetailed subsidiary that helps to keep its aircraft full: Student Travel Bureau brings in large numbers of young adults with packages that offer a choice of one to eight weeks in Britain plus accommodation and language tuition.

Research has shown that the Saintseal tourists, many of whom come here mainly to see eye to eye shopping bargains, bring an average of £150 spending money each. If this is taken into account, Saintseal could be one of our biggest foreign currency generators. Two years ago the government recognized this contribution to the balance of payments by granting Saintseal export-credit guarantee cover (not then available to any service industry).

When chartering aircraft, it is Saintseal's policy to fly British. It has two BAC 111s on year-round charter from Monarch Airlines and also uses Boeing Airways' TriStars now booked for some 90 people.

The proportion of incoming foreigners to outgoing United Kingdom travellers has remained pretty constant over the years at seven to one.

Simms still sees plenty of scope for expansion, by using more continental airports and possibly operating from areas like Scandinavia where, at present, protectionist restrictions on air fares prevent the Saintseal formula being effectively applied.

Philip Barron

LETTERS TO THE EDITOR

Exports: where quality and design matter more than cost

From Mr C. P. Morton

Sir, May I be permitted to comment on Maurice Corfield's article, "Costs—the key to competition" (January 10) as the inferences appear to me shortsighted and endangering the nation's industrial future.

We have for many years counteracted an overall lack of competitiveness by devaluing the pound. There appears little doubt, when one considers the inroads made by higher cost producers into our traditional export markets and even into our own home market, that effective competition involves more than a lower selling price. Exports based on a devaluing pound will inevitably lead to an ever-decreasing standard of living, as ever-increasing resources will be

required to secure the basic imports.

We must therefore concentrate all our efforts on producing goods which match the demands of both home and export customers, rather than price-cutting in an apparently painless manner—by devaluing.

This clearly requires products of good design and quality, readily available and manufactured at a competitive price. It is, however, vital for all sections of industry—management and labour alike—to make the effort. Everyone must be made to realize that we have to earn our standard of living and that no easy options are available to us. The rising value of sterling, with rising production costs and no corresponding rise in the value of the pound, will provide the watershed for this country's future. There is

nothing novel in this proposition which has been made too many times since the war, but No. 10 can only provide the opportunity of achieving the goal.

Finally, may I suggest that before again considering a devaluing of the value of the pound, we should carefully consider the results. Should we aim for the low-cost exports some developing nations—the associated living standards? Or should we aim for quality and costs and improve standards? The latter course may even result in a devaluing of the value of the pound, and thus reverse the damage of the past few years. Yours faithfully, C. P. MORTON, 142 Parkview, Harlow, Essex CM20 3LZ.

Oil—the supply and demand sum

From Mr K. R. Williams

Professor Odell (January 10) misrepresents me at no time have I said that "oil is running out rapidly". My argument is that the current rate of discovery of oil in the free world is not sufficient to sustain production of 40 million barrels a day against a consumption of about 50 million barrels a day. Even by running down proven reserves, adopting advanced recovery techniques, introducing oil derived from tar and oil sands, oil, shale and coal, the technical, environmental and political constraints are likely to limit production to 60 to 80 million barrels a day.

This rate of production can, however, be sustained well into the next century. However, even with this increased availability of oil, a modest 2 to 3 per cent annual increase in demand required to satisfy the needs of a growing world population would before the end of the century leave a gap to be filled from other resources.

If then world economic growth is to continue, sources of energy additional to this oil will be needed by the end of this century, if not before.

For the generation of base load electricity nuclear power represents the cheapest source of energy and as far as north western Europe is concerned, the only one where some of our economic competitors have no cost advantage. Yours sincerely, K. R. WILLIAMS, Shell Centre, London SE1 7NA.

Business as usual during Ramadan

From Mr John Hall

Sir, Mr P. Griggs-Smith (January 11) is obviously not aware that Ramadan is simply a lunar month of religious fasting by sunnis to sunset during which time Muslims work normally.

It is not preceded by one, let alone a "few days" alteration to business arrangements—although the end of the month of Ramadan is marked by one day's holiday.

Muslims, at least in Morocco

where I work for several months each year, show respect for other religions and I have been well entertained during Ramadan.

There is a great deal of difference between fasting for one's religious ideals and the commercialism of our present Christmas celebrations. Yours faithfully, JOHN HALL, 17 Farnham Road, London, SW7, January 11.

Conveyancing role of the solicitor

From Mr Edwin R. Lee

Sir, Further to the recent correspondence in your columns may I take this opportunity of stressing to your readers that any member of the public who is unhappy about the charges made by a solicitor is at liberty either to have the bill taxed by the court or to ask the solicitor to obtain a remuneration certificate from the Law Society and accordingly ensure he or she has been charged a fair and reasonable fee for the work carried out.

I am sure that most solicitors would be interested to learn of other trades and professions which are subject to similar supervision of their charges.

The present monopoly held by solicitors in conveyancing matters affords their clients the following benefits:

1. Irrespective of who handles the day to day work on the transaction, supervision and ultimate responsibility will be with the principal or partners in the firm. This will be a person or persons who have undergone a minimum of two years' practical training and a rigorous examination in not only the law of real property but also allied subjects of family law, taxation, landlord and tenant as well as wills and trusts.

2. Unless a special waiver is obtained from the Law Society

a solicitor must have been qualified at least three years before he or she is entitled to practice on their own account.

3. Each sole principal or partner carries compulsory professional indemnity insurance against negligence in each and every claim in the sum of £50,000 and £30,000 respectively as well as, of course, having unlimited personal responsibility for the liabilities of the firm. Accordingly a four-partner firm would have cover in the sum of £120,000 for each and every claim.

4. Any member of the public who suffers loss as a result of dishonesty by a solicitor or a member of his staff will be entitled to claim compensation in an unlimited amount from the solicitors' compensation fund to which all practising solicitors have to contribute. Claims approaching £500,000 have been honoured in the past in respect of one dishonest solicitor.

5. Every firm of solicitors, no matter how large or small has to obtain a certificate annually from a qualified accountant that clients' money has been treated in accordance with a strict code of conduct.

6. Every firm of solicitors and their staff are governed by strict rules of conduct designed to protect the public from unfair dealing or breaches of which a solicitor can be disciplined and ultimately have his right to practise withdrawn.

7. The Law Society does receive a government subsidy for the present administration of the solicitors branch of legal profession.

I feel sure that my professional colleagues would have no objection to being in a position where other conveyancers provided that others are required to observe and perform similar standards of conduct, qualification, accountability as well as being for the cost of administering the competing system.

It is one thing to say as that they wish to convey according to their own rules then perhaps their support in Parliament and elsewhere would be good enough to give them unlimited powers to arrange insurance cover and compensation facilities to make a loss suffered by any member of the public as a result of negligence or dishonesty or conveyancing transaction a cost to the Law Society.

Finally, will "Mr Wham" please confirm whether or not "his clients" have foregone benefits in the event of things going wrong? Yours faithfully, EDWIN R. LEE, William Heath and Company, 16 Sale Place, Sussex Gardens, London W2 1PX, January 12.

Burgos shrugs off the lean times

A cold and austere place at the northern edge of the great central tableland of Spain, Burgos has a habit of inserting itself into history. The present province of Burgos, centered on the city of the same name, was the homeland of Spain's "Gothic" warrior El Cid, who did more on the battlefield to forge a single country out of many kingdoms than any other Spaniard.

The city of Burgos was General Franco's headquarters during the Civil War, which so greatly affected Spain's modern history. And it was the site of an internationally publicized court martial in 1970 at which double death sentences were handed down for militants of the separatist organization ETA (Basque Homeland and Liberty).

Now, Burgos, with its 140,000 inhabitants, is making history again. Little over a decade after becoming one of Spain's industrial centres, this northern market town is happily going against the tide of ebbing profits which has put businesses throughout the country on the verge of failure.

Of the approximately 6,000 companies or corporations operating in and immediately around the city—all but a few of them, admittedly, are small operations—only 120 have asked the government to grant a moratorium on social security payments to the state.

This is far below the national average; in fact the percentage is similar to that of boom times in Burgos.

As a result of laws which severely limit the employers' ability to dismiss workers, combined with the high percentage of social security taxes paid by the employer, requests

Regional industry in Europe

for permission to postpone payment of social security taxes are frequent in times of poor liquidity, and are a common indicator of the state of business in Spain.

The population of the city is growing, in contrast to that elsewhere in the province. Lying as it does astride main railway lines, about midway between the big industrial centres of Madrid and Bilbao, Burgos might have been expected to suffer from the competition for labour, since the bigger cities could theoretically offer more opportunities. But such apparently was not the case.

Boasting such varied industries as the manufacture of rubber goods, steel, ceramics, structural steel, home appliances, car accessories, footwear and petrochemicals, Burgos has benefited from balanced growth.

The city's industrial phase began soon after the official declaration of Burgos in 1964 as one of seven different preferential development centres throughout the country.

While the overall investment by companies taking advantage of the concessions offered under the development plan fell far short of the goal set by ambitious state economic planners, in many ways the Burgos centre was the most successful of the seven established.

According to the last assessment of those centres published by the Indus Ministry in Madrid, 151 companies have accepted the incentives to move into Burgos area and remained.

Although the area attracted only a little over a thousand jobs (about half total predicted by the planners), it did so on the basis of an investment only slightly more than the half that envisaged by the planners.

It also generated employment in a wider range of different industrial sectors than it did in any of the other development sectors, a fact the exception of Coruna in the north-west.

But the investment required per job created in Burgos (1,450,000 pesetas (about £9,000)) was considerably less than in Coruna. Indeed it was below the average of the other centres, 1,850,000 pesetas (about £12,000).

One sector which has kept pace with the growth Burgos is housing. An estimated 5,000 dwellings needed at present. While would not be difficult to up with the demand, it is easy to furnish housing in price range which Burgos residents are willing to or able to pay since wage levels in the city have remained relatively low.

The Burgos Development Board, an organization founded in 1975, incorporating government and business representatives, is available to inform prospective industries on the concessions, credits and other documents offered for set up business in the area.

Harry Debeli

UK attractions begin to sway executives

It is beginning to look as though the crisis of confidence among British managers is waning. A new survey shows a marked reduction in the willingness to work overseas.

One of the most commonly cited symptoms of the disenchantment of managers in recent years has been a supposed danger of a large-scale migration. For the last four years surveys have been carried out by Business Development Consultants to measure the tendency to seek jobs overseas.

In 1975 and 1976 80 per cent or more respondents expressed themselves as being more willing than a year earlier to go abroad to work. In the 1977 survey, which is based on 353 analysed responses, this figure has fallen to 57 per cent. At the same time the proportion of respondents who have accepted the possibility of working abroad has declined from 27 per cent in 1976 to 18 per cent last year.

Terence Hart Dyke, managing director of BDC, attributes these changes to a feeling that

a healthier social climate in which to work existed in Britain, and to a growing awareness of the heavy turnover in expatriate managers in some parts of the world.

It is noticeable that the largest decline in willingness to migrate has occurred among the highest paid—those earning over £15,000—and those aged 51 or over.

Among those "more willing" to work abroad the most common main reasons for doing so were greater total rewards and lower taxation.

North America, north Europe and Australasia remain the most popular overseas locations.

BDC reports that about 85 per cent of employers find no difficulty in persuading their managers to work abroad, but about 80 per cent have trouble in getting them back to the United Kingdom because of the higher net earnings they receive abroad.

Working Abroad 1977, Business Development Consultants (International) Limited, 26 Dorset Street, London W1M 3PU.

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BY THE FINANCIAL EDITOR

Why Wall Street is still on its back

Wall Street is presently behaving in a remarkably similar fashion to the London stock market 15 months ago. Like London then, United States investors are shell-shocked by what has been happening to their currency. They are heartened at the new willingness of the authorities to intervene to stabilize the dollar but do not think for a moment it can do anything more than provide a breathing space.

Investors are far from reassured at the signs that the Federal Reserve Board is attempting to stem the outflows by raising interest rates. The increase in the discount and prime rates a week ago is widely expected to be followed by further increases, but there is no more conviction that higher rates will solve the underlying economic problems in the United States now than there was in Britain in 1976.

On the contrary it is feared that higher rates may choke off what would otherwise be a continuing healthy rate of expansion during 1978. And while that may be no bad thing for fixed interest markets, the prospect of the developed world's only vigorous economy running prematurely out of steam, thereby deepening the prospects of a full-blown global recession, cannot be helpful for equities.

There may now be scope for a technical recovery, but markets cannot expect any underlying revival until they get a convincing signal that the Administration is tackling the root of the problem, namely the persisting balance of payments deficit.

Energy consumption is only part of the problem. At its present rate of growth the United States is bound to suck in more imports. But just as British markets have been focused on the issue of government spending, so American markets are now looking for action on energy restraint as the psychological measure which might restore confidence. The State of the Union message on Thursday and the subsequent unveiling of the Administration's economic programme for 1978 will be eagerly awaited for a sign.

Companies

Living with a strong currency

Conventional wisdom suggests that the effects on companies of the rise in sterling, which is a mirror image of what happened when the currency fell so sharply in the last quarter of 1976. Obviously, there is one truth in this. Export margins will now be squeezed where once they should have widened; the translation of profits and assets into sterling will have an adverse rather than a favourable effect, and imports will increase in price rather than decrease.

However, it is already apparent that the sums are not as simple as this. The first and most obvious reason is that whereas the pound fell in absolute terms, it has now risen in more complex terms relative to the major currencies. For example, at June 30 the pound was worth \$1.7197 against \$1.79 at the end of year, an 11.5 per cent change. But the effective rate against the currency basket, a large portion of which has been only changed by 6.4 per cent.

For a company like BSR which sells 70 per cent of its record changers to the United States this is no comfort. But companies with a greater international spread will find the net trading effect reduced. For instance, a tobacco company, which largely comes from the United States, even though the net effect will be marginally adverse, but even a large international spread will little help to the companies whose products can be bought elsewhere in the international market. ICI has already signalled concern in this context; chemicals that traded almost as commodities and to some are proving difficult and ICI can simply switch to sterling invoicing as still represents a real price rise and consequent loss of competitiveness.

However, English China Clays showed week that even sterling invoicing is not an answer. Since foreign customers are being forced to resist price rises and to accept the margins of companies like an international mining group like

Rio Tinto-Zinc the complexities are that much greater. Copper, for example, is priced in sterling on the London Metal Exchange so overseas copper subsidiaries will increase profits in local currency though this will be offset by the adverse effects of translation into sterling.

And for companies in general the balance sheet effects are likely to be less serious than some have thought. The rise in sterling reduces overseas assets but also cuts liabilities. Since assets usually exceed liabilities, this will result in a slight increase in gearing, although obviously in cases where the reverse is true the effect will be beneficial.

However, trading results will show the major effect; estimates now suggest that export profits could fall by 30 to 40 per cent as a result of the change in sterling's fortunes. With 40 per cent of company sales overseas and 15 per cent in exports this will inevitably mean a fall in the average pretax profit margin of 7 per cent.

Property

Now the climate has changed

An initial yield of 5.55 per cent on the sale of Antony Gibbs' office development at 22 Bishopsgate, London, at £16 per sq ft rental should, if one agrees the net usable space figure, reinforce the mood of optimism prevailing in the property sector.

The fundamentals appear to support such confidence. Interest rates seem to be stabilizing; the threat of legislative interference is diminishing, while estate agents are quoting yields of around 5 per cent where premises fit the strict definition of prime modern, single tenanted, well covered, air conditioned properties at a maximum value of £5m. Rents on such premises are forecast to rise from around £14 per sq ft (£17.50 per sq ft reported at Angel Court is probably exceptional at the moment) and about £12 per sq ft in the West End. Equally important short-term is an almost indiscriminate institutional enthusiasm for the sector.

But it should be remembered that much of this cash is directed toward property in the absence of alternative industrial investment opportunities. At least one major institution has privately declared itself a net seller of property shares and has resisted the opportunity to job very profitably in one of the sector majors.

Discounts on asset value which should reflect capital gains tax liability, have fallen to between 15-20 per cent in many instances and share prices must now wait for values to catch up. Given the paucity of new development and the contraction of existing available space, values should extend their upward run but there must be serious doubts as to whether this will be of significant benefit to many quoted developers. Prime sites sold this year should command some decent prices yet it would be folly to draw a line through the rents and resultant yields solely because much of the prime content has been swept out of portfolios in the cause of balance sheet resuscitation.

Town & City is a case in point. To cut end-March 1977 gearing to 79 per cent—in contrast to 47 per cent at Haslemere Estates which has a far smaller proportion of short term debt—the group has sold heavily and slump aggregate disposals throughout the year, mostly matched book values, much of which has gone was prime property.

Similarly, British Land (81 per cent borrowed after the re-financing package) sold at about book values throughout the lean times yet, whereas Town & City's portfolio is sufficiently complex as to thwart an attempt at revaluation over 34p per share, British Land could enjoy a significant appreciation over book assets of 71p per share provided it can manage its £10m cash deficit without recourse to disposals.

Yet most shares are more than reflecting the notional rise in prime values of the last year and, although available evidence supports the case for a cautious return to development (mostly in partnership with institutions), the sector will be overblown if attention remains focused on increasingly rare prime site transactions and buyers ignore long-reversionary, perhaps multi-tenanted properties.

Everyone agrees in principle that the benefits of North Sea oil must not be frittered away. But the debate within the Government and without on how the revenues should be used is curiously inadequate.

Much centres on whether there should be an identifiable, and separately accounted fund into which all or some of North Sea revenues are put and from which disbursements are made for specific purposes.

The traditional Treasury view is one of horror at the suggestion. For it is so irrational. It offends against the well established and well founded doctrine that what is known as "hypothecation" of revenue is almost bound to produce silly results.

The doctrine holds that there is no reason why one particular kind of expenditure should be tied to one source of revenue. In a rational world, patterns and levels of expenditure should be established as a rational political choice between competing priorities. In the same world, all revenue from whatever source in fact go into the same man.

By this argument, it would be about

as sensible to tie a particular programme of spending to the forthcoming revenue from the North Sea as it would be to allow the level of spending on roads to be decided by how much went into the road fund from vehicle licences.

In this rational world the government ought to have overall policies for the economy, including the desired level of total public spending, and the proposed total level of taxation. Within that policy the Government would have more detailed policies giving expression to its social and industrial priorities and to its political and social prejudices on taxation.

The temporary godsend of North Sea revenue will represent no change from that basic framework. It will simply mean that the Government will need less tax for a given level of spending, or can afford a higher level of spending for a given level of other taxes, or some combination of these two.

There would seem, therefore, to be no economic case for having a special North Sea fund. This conclusion, coupled with the fact that it is being

proposed by Mr Benn, is enough to confirm many in their support of the traditional Treasury view. And yet, is this attitude entirely right?

Obviously, anyone who argues for a special fund is required to show that actual results would be different and better. On spending, for example, would a North Sea fund be added to what would otherwise have been the total of spending for that year, or would it just be a politically attractive way of presenting what would have happened anyway?

If private or public spending programmes under a North Sea fund are claimed to be useful or commercially viable, what is wrong with them that they were not funded under existing arrangements? If, on the contrary, a fund were used to finance schemes previously rejected as unviable, is that not just a waste of this godsend?

Against this proper scepticism, however, stand one psychological and one practical argument. Psychologically, when a person comes by an unexpected sum of money, there is a need to put it into a special account for special purposes otherwise, it just

seems to disappear to meet the grocery bills. At the national level, this strong feeling against frittering away North Sea oil argues for the same political and psychological considerations.

At a practical level, there is a permanent bias in public expenditure against capital and for current spending. In deciding programmes it is current demand that are the most important.

In making cuts, the capital element can always be shelved with the least difficulty. Despite rising overall totals, last week's White Paper on public expenditure shows a continual fall in the actual and forecast volume of capital formation for the decade to 1982.

By its nature, a North Sea fund would attract capital projects. To the extent, rational or otherwise, that such a fund swung the balance back to capital spending, it would be a good thing. The trick would be to find a filter for projects in the public and private sector that lack finance.

Cutbacks that are certain to please British Steel's foreign competitors

Tony Greenfield here warns against the dangers of the British Steel Corporation's neglect of fundamental research. Tomorrow we shall publish an interview with William Sirs, general secretary of the largest steel trade union and chairman of the TUC's steel committee by Paul Routledge, Labour Editor

The continuing highly publicized losses of the British Steel Corporation have stirred many much-criticized decisions into headlines. Constructive comment is hard to make and rare to find. In these circumstances, however, decisions are made which will be regretted later.

One such decision has been to concentrate the weight of research and development on immediate works problems and to cut back on long-term research. This reveals both a blindness to the commercial value of long-term research and a lack of responsibility to the future.

It is contrary to a perception suggested in a recent *Times* leader (November 22) that "where British experience is still valid in the manufacture of high quality, high value products, it should be a case for considering specification of this kind when drafting long-term policy".

Readers should be aware of the distinction between divisional and corporate research. The former provides mainly "works" support to keep plant running, whereas the latter is concerned largely with innovation and development of new products and processes.

If there is a single R and D budget for both activities, corporate research is bound to be in favour of immediate support for the works, because that is where budgets are approved.

In the British Steel Corporation there is a further distinction between laboratories concerned with primary processing, such as iron and steel making at Grange, Teesside, and those laboratories dealing with secondary processing, like rolling and forming, which is more varied in nature (such as at Hoyle Street, Sheffield).

Mapping figures show that the more remote the R and D is from the works, the greater the cutback in support. At Hoyle Street, support has fallen by over 50 per cent in the past three years. This would lead to a sick industry if it were well.

Unless this policy is reversed, the British steel industry will die at the feet of its foreign competitors many of whom are believed to be increasing their investment in R and D in order to recover from the trading depression.

During the last two years there has been a 27 per cent cut in the manpower engaged on R and D in product technology from a strength of 205 in 1975 to 149 now. Confidence in the future of the industry is low, and many of the projects which have been cut or dropped but which could be shown to have been paying off. Management's policy should be clear: to increase the contribution of R and D to the

profitability of the industry. The method should also be clear: identify the need; provide the resources; and organize the resources to match the needs; and motivate the resources to be as effective as possible.

Surely, these must be management's present policy and method? Not so! In BSC the method is to select projects which eliminate the majority. They described three stages of selection from the continuous process of ideas to successful commercial exploitation.

These filtering stages and their mean durations are: selection, two years; further examination, three years; development, four years.

The model compares well with the documented records of the companies that now constitute ICI and their forebears. It shows clearly that for an industrial concern of that size, which is comparable to the British Steel Corporation, there must be an average of ten ideas generated every year, of which only 6.4 per cent will survive the filters for commercial exploitation.

Examination of the chemical industry's developments shows that without the rate of innovation the industry as it is today would not exist. Thus, in the chemical industry, the financial support for R and D must fully account for an expected 3.5 per cent of the value added in innovative ideas; it must account for a mean development span of nine years (perhaps even twice that in the steel industry); and it must be secured against the caprices of trade cycles.

The directors of ICI clearly still support corporate research as well as divisional. They must believe the future is worthy of investment. ICI's explicit model helps to understand what must be done.

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Corporate research should be re-established within BSC, with the support of suppliers of raw materials, makers of equipment, steel-using customers, other British steelmakers, the universities and polytechnics, the British government, and the ECSC.

The R and D organization should have strong links with operational research and market research with a view to generating ideas that are market oriented, accelerating their commercial applications, and making the best use of raw materials and other resources.

A first step would be to designate a single laboratory as the nucleus of national research. It should also have within it a technical public relations section whose task would be to sell the products of R and D to the manufacturing divisions, to other British producers, and to the marketing end of the business, and to feed back all responses.

At the same time, the innovative and long-term research into primary processes at Grange and secondary processes at Hoyle Street should be brought back into a single corporate management structure independent of divisional R and D.

Despite the financial independence, the new corporate laboratories should be able to respond quickly and effectively

to immediate industrial crises like the present one. Without destroying long-term research, as the present management are doing, we should temporarily form the best brains into task forces to produce answers where and when they are needed.

In some ways this is a return to the concept of the British Iron and Steel Research Association (BISRA) which was established in 1945 in the spirit of long-term industrial cooperation for the national good, but has since been abandoned by the British Steel Corporation.

BISRA was concerned with background and innovative research of common interest. It was financed jointly by the British Iron and Steel Federation and the Board of Trade (and later the Department of Scientific and Industrial Research) and this protected activities from transient industrial crises. The committee structure ensured the dedication and cooperation of all member companies and provided reporting media that could feed back guidance and needs.

The industrial record speaks for the success of BISRA: there are now in the industry many products, processes, and measurement and test techniques, that were conceived and developed in BISRA.

My suggestion is not however simply an appeal for an uncommitted return to the past. It is also a call for a reversal of management attitudes, for more humanity and more open discussion of activities.

The present homage to secrecy is a disease that is killing scientific cooperation and progress. Every possible device should be used to stimulate creativity. Goodwill, loyalty, trust, enthusiasm and incentives should replace today's bywords: depression and demanning.

In the steel industry we still have an ability to make money if allowed to do so, and to work hard to that end, and, despite recent events, there is a long history of good relations and good management. These are qualities that must be rediscovered and applied for the national benefit.

The author is Manager, Process Computing and Statistics, British Steel Corporation Laboratories, Sheffield. He writes in his personal capacity.

Business Diary in Europe: An all-consuming interest in a job

European union of organizations (BEUC) is shed to the point of at the number of applicants that their Brussels have been receiving for the post of director, vacant, the departure of Edoardo, to predictions, said that the job would and one to fill, more than applications have been received.

have come from as far as Buenos Aires and in large number of expert (though not necessarily) executives accustomed to consumer relations.

Directorship was so keen presented himself at the without an appointment in his own name. Of member nationalities only have thus far failed any applications.

is a snag though. It has belatedly occurred that this unexpected, may not be unrelated fact that the advertise for the position kept a licence about salary.

also did not point out that it is no part of the job that the employer pay their full share of likely that many aspirants realize the job does a tax-free equivalent 0 a year, as most jobs seem to do.

Mr Burns is not the bank chief to be down at the end of the year. Mr Kloss, the president



"Take that back about my being unpatriotic. This car was designed in Germany from components made in Holland, assembled in Belgium, finished in France and sold chiefly in American by us British."

and imports more from there than from any other Third World country.

The Prime Minister is off on Thursday for China, heading a small French invasion force including two cabinet ministers, seven leading industrialists and 50 journalists. While Barre is cloistered with Teng Hsiao-Ping, the Chinese number two, and briefly with Chairman Hua, it can be certain that the industrialists will be busy tapping the potential in this insurmountable market.

They include the presidents of vice-presidents of such industrial giants as Elf Aquitaine, Rhone-Poulenc, Technip, Creusot-Loire, and Speichem. Faced with the possibility of having Communists in Government after the elections, the industrialists might even be expected to have more than a passing interest in the way things are being managed.

It is a sad reflection on the credibility of the Italian bank-

Golzio, aged 69, comes from the chairmanship of Credito Italiano, one of the big banks of the para-national IR group. Though he held office in local government as a Christian Democrat in Turin in the years after the war, his name has not been associated with the murkier side of party politics.

He will find a difficult situation at Assobancaria, following the resignation of his 76-year-old predecessor, Giuseppe Arcaini.

For many years the director general of Italcasse, the central institute of savings banks, Arcaini is under investigation by magistrates in several cases, including alleged payments to politicians by oil companies, and alleged irregularities in loans to a family of Roman building contractors.

The European Commission is urging EEC member states jointly to recover and recycle more waste paper. The commission proudly claims to have set a shining example by reducing its own paper bill by a fifth through recycling. There can be few bureaucracies, however, which equal the commission's insatiable demand for paper, although no bigger than the average British government department, the commission churns out some 240 million pages of documents every year.

Apart from the tendency to proliferate pieces of paper, the commission translates everything into six different languages. Indeed, a third of the commission's 7,000 staff consists of translators.

Record Sales and Profits

SALIENT FIGURES	1977 £'000	1976 £'000
Sales	37,971	33,946
Profit before Taxation	3,400	2,345
Earnings per share	13.9p	9.6p
Ordinary dividends per share	3.574p	3.200p

UK contribution to trading profit up from 16% to 48%
 Dividend raised to maximum allowed by Treasury

"With the upheavals of the reorganisation during the last few years successfully behind us, your company has proved its ability this year to weather a severe recession profitably with the hope of much greater prosperity as an independent group, in the years ahead."

B.E. Cottont, Chairman.

Copies of the Annual Report available from
 The Secretary,
 Samuel Osborn & Co. Ltd.,
 P.O. Box 1,
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CONTRACTS AND TENDERS

SONATRACH

DEMOCRATIC AND POPULAR REPUBLIC OF ALGERIA

MINISTRY OF ENERGY AND THE PETROCHEMICAL INDUSTRY

NATIONALE "SONATRACH"

Marketing Division—Home Market Directorate

INTERNATIONAL INVITATION TO TENDER No. 04/77

Entreprise Nationale "SONATRACH" invite international tenders for design engineering services, the supply of equipment, the construction and putting into service in Algeria for the following works:

An ammonia filling centre with an annual capacity of 4,000 tons at ARZOUZ.

2,000 tons a year in bottles.

2,000 tons a year in tanks.

Interested specialized companies may obtain tender specifications as from the date this advertisement appears against payment of DA 200, from:

SONATRACH - DIVISION COMMERCIALISATION
—DIRECTION DU MARCHÉ INTERIEUR D.R.I.
(BASE - ALGER) Route des Dunes,
CHERAGAS (ALGER) 16000.

TELEX: 52800 DZ, 52802 DZ, 52893 DZ.

Tenders accompanied by the necessary documentation should be placed in two sealed envelopes and sent by registered post, clearly marked as follows:

1. Envelope marked "Tender No. 04/77" and should reach the above address of Entreprise Nationale "SONATRACH" not later than 1st March, 1978.

2. Envelope marked "Technical Specifications" and should reach the above address of Entreprise Nationale "SONATRACH" not later than 1st March, 1978.

Tenders that do not comply with these requirements will not be taken into consideration.

REPUBLIC OF KENYA

MINISTRY OF WATER DEVELOPMENT

INVITATION TO TENDER

MONSIEUR AND COMPANY

SUPPLY PROJECT

The Government of Kenya invites tenders for the supply of water supply project.

The contract consists of the supply and delivery of the following items and quantities:

Approximately 320 no. electric valves, ranging in size from 1/2 inch to 12 inch nominal diameter.

Approximately 110 air valves in sizes of 1/2 inch and 1 inch nominal diameter.

Approximately 6 no. pressure reducing valves and automatic valves.

Approximately 80 no. fire hydrants.

Tender documents are expected to be available on or about 9th January 1978 and should be obtained from the Director, Water Development, Ministry of Water Development, Nairobi, Kenya.

Tender documents will be issued on payment of KSh. 500/- which is non-refundable and will be returned on receipt of the tender.

The tender will be opened on 15th January 1978 at 10.00 a.m. at the Ministry of Water Development, Nairobi, Kenya.

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LEGAL NOTICES

In the Matter of the Companies Act 1948 and in the Matter of the Companies Act 1967, I, the undersigned, a Solicitor at Law, do hereby give notice that a meeting of the shareholders of the company named in the Schedule below will be held at the offices of the undersigned, at 10.00 a.m. on the date and at the place specified in the Schedule below, for the purpose of considering and voting on the proposed alteration of the Memorandum and Articles of Association of the company named in the Schedule below.

SCHEDULE

1. The name of the company is: THE COMPANIES ACT 1948 and in the Matter of the Companies Act 1967.

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EDUCATIONAL

DIPLOMA IN JOURNALISM Studies, Television, Radio, and Journalism, at the University of London, will be held from 1978 to 1980. The course is designed for students who wish to pursue a career in journalism or media studies. The course is divided into three years, with the first year focusing on the fundamentals of journalism, the second year on advanced topics, and the third year on a dissertation. The course is taught by leading experts in the field and includes practical experience through placements in media organizations.

RECENTLY EXPANDED

Independent Girls School in London, which has been expanding its facilities and curriculum, now offers a wide range of subjects and extracurricular activities. The school is committed to providing a high-quality education for its students, with a focus on academic excellence and personal development. The school has recently expanded its facilities to include a new library, a sports center, and a computer lab, ensuring that students have access to the latest resources and equipment.

FINANCIAL NEWS AND MARKET REPORTS

Even Grand Metropolitan may be overshadowed by the indicators

This week provides a mass of economic indicators for the stock market to get its teeth into.

Today there are announcements on the balance of payments and retail sales followed on Wednesday by industrial production and wages and earnings, on Thursday by the supply and consumer spending, and on Friday by the retail price index.

So company news may find itself drowned in a flood of macroeconomics, but the consumer emphasis of all the statistics might well help form a view on the second half prospects for Dixons Photographic.



Mr Maxwell Joseph, chairman of Grand Metropolitan.

This week

who produce interim figures on Thursday.

Brokers Hoare & Co. Govett is not making any interim forecast but for the year they expect £11m pre-tax against £8.7m last time.

It is holding back at the interim stage because it only expects a small improvement. If there is one at all, on last year's £4.5m profit, but it is expected that the chairman, Mr. J. H. Brown, will state that the company will be more significant than anything in the figures.

Grand Metropolitan always generates plenty of interest and its full year results are due on Friday. Rowe & Pimms, Hurst-Brown is sticking to its statement in a November circular of £76m pre-tax profits against £57.1m last time. The figures

are given additional interest by the impending conversion of the company's unsecured loan stock.

The conglomerate, British Electric Traction, announces on Thursday and expects £7.5m pre-tax profit against £7.5m last time. For the full year it expects £65.5m against £55.4m.

Interims are also due on Wednesday from builders' supplier, Magnet & Southern. Brokers Beardsley, Bishop and Partners expects £7.1m pre-tax profit against £7.1m last time. The figures

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More financial news on page 20

Received acceptances for 49.5 per cent of the ordinary shares, but only 6.2 per cent of the preferred stock. Wrengate owned 20,000 shares before the offer, and this stake added to the bid acceptances was enough to give it 52.7 per cent of the ordinary stock.

It adds that Asam and its advisers, Morgan Grenfell, thought the offer fair and reasonable. "The views of ordinary stockholders in Asam have been made clear by the number of acceptances received during the offer period, representing a majority of holders both by value and by number."

However, Sime Darby rejected the bid. "Wrengate has made every effort to enter into negotiations with Sime Darby, but it has not proved possible to carry on such negotiations."

Bryan Appleyard

Charterhouse Developm't equity plan

Charterhouse Developm't, a subsidiary of the Charterhouse Group, believes it has found a way of injecting fresh equity capital into a company without recourse to a flotation and thus any disclosure of its share values.

The "guinea pig" is Frederick H. Burgess, the largest agricultural equipment distributor in the United Kingdom, which requires fresh funds for expansion and balance sheet strengthening, because 65 per cent gearing has ruled out the desirability of a term bank loan.

So, Charterhouse Developm't, Railway Pension Investment, ICFC and Estate Duties Investment Trust have agreed to subscribe £2.5m for a new class of non-voting preference share and are prepared to acquire any of the £420,000 of share capital of the same class which is to be issued through a two-for-five scrip to existing ordinary shareholders.

Cons Murchison faces threat from battery

Consolidated Murchison shares are currently languishing at their lowest level since 1971 at just 235p compared with a high over the last year of 600p and a 1976 high of 950p. But the signs are that they could go lower.

Full year figures are due on Wednesday and it is thought that they will make very grim reading indeed. The final dividend has already been dropped from 90 cents to 10 cents leaving the full year distribution at a mere 30 cents compared with 140 cents in 1976.

Cons Murchison has been plagued by low demand and consequently low prices, a rising stockpile and underground mining difficulties.

Anthony also faces a major long-term change in its constitution. The new "maintenance free" and anti-money free lead batteries are

Desmond Quigley

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RECENTLY EXPANDED

Independent Girls School in London, which has been expanding its facilities and curriculum, now offers a wide range of subjects and extracurricular activities. The school is committed to providing a high-quality education for its students, with a focus on academic excellence and personal development. The school has recently expanded its facilities to include a new library, a sports center, and a computer lab, ensuring that students have access to the latest resources and equipment.

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Forlorn bid for Assam broken by Sime Darby

Wrengate's struggle to take over Assam Frontier Tea was in vain, as most expected. The private textile group had no hope of winning control unless it won over controlling share-holder Sime Darby, which, however, showed no desire to loosen the reins.

Indeed, it has seemed to most people in recent weeks that Wrengate had been almost solely concerned to demonstrate that everyone, including the Assam Frontier board itself, thought its bid fair. So the controlling shareholder seemed to be blocking an opportunity for minority shareholders to profit.

The response to the bid supports Wrengate's point.

More financial news on page 20

Received acceptances for 49.5 per cent of the ordinary shares, but only 6.2 per cent of the preferred stock. Wrengate owned 20,000 shares before the offer, and this stake added to the bid acceptances was enough to give it 52.7 per cent of the ordinary stock.

It adds that Asam and its advisers, Morgan Grenfell, thought the offer fair and reasonable. "The views of ordinary stockholders in Asam have been made clear by the number of acceptances received during the offer period, representing a majority of holders both by value and by number."

However, Sime Darby rejected the bid. "Wrengate has made every effort to enter into negotiations with Sime Darby, but it has not proved possible to carry on such negotiations."

Bryan Appleyard

Tanker rates lowest for six months

Last week was one which tanker owners will not care to remember. Vickers slipped back to their lowest level for over six months. At the beginning of the week the going rate was around world-scale 23, but by the weekend it had fallen to world-scale 20. The drop was due to a combination of factors, including a drop in demand for oil and a rise in the price of oil.

Arco was responsible for a world-scale 19.75 fixture which involved the 255,000-ton Grand Alliance for a Gulf to UK contract voyage. The booking, which was made towards the end of the week however had to be finalized.

Nevertheless, it illustrates only too well how poor the current market is and all the indications are that the present slump is likely to remain for some time to come.

If these sort of rates prevail independent tanker owners stand to feel the pinch even more.

Freight report

more unless the oil majors are willing to make gestures to allow rates to stabilize at higher and economic levels.

With the current over-supply of oil plus the volume of spot oil/vic/tonnage which has again built up to around 3 million tons following the dearth of chartering over the Christmas/new year break, the overall situation could not be much bleaker. One big Japanese owner, Sanko, is reported to have instructed its captain to drop anchor in the Gulf and not move until rates go above world-scale 23.

How low rates will go is the question now being asked. While owner resistance to current levels might grow, it is unlikely to catch on in a big way. It is more conceivable that the size of the laid-up fleet, which has recently decreased, will once again move upwards.

David Robinson

Business appointments

Mr R. W. Clark is to become technical and planning resource director of the ICI petrochemicals division from February 1. Mr M. E. Robinson is to be marketing director (hydrocarbons and fibres intermediates).

Mr P. J. Ashworth has been elected president of the Leeds Permanent Building Society, succeeding Mr Alfred Schofield. Mr Peter Edwards has joined the board of Lake & Elliot.

Mr Lim Peng San, Mr Mohd Ali Bin Mohd Dewa and Mr J. D. C. McLean have joined the board of Pannai Para Plantations, Mr C. B. Stanley and Mr A. W. S. Turner have resigned.

Mr J. J. Archibette becomes senior manager (International) of Australia and New Zealand Banking Group.

Mr Nigel Britten is leaving Harrop to join the board of Bell & Ryan as managing director.

Mr Jim Quinlan has been made a director of Marples Ridgway Building.

Mr E. Chambers, Mr D. M. Gray and Dr P. Cartwright have been made members of Williams de Broe Hill Chaplin.

Mr G. A. Brown, Mr T. Fildorff and Mr P. J. Welch, directors of Unicorn Industries,

Analysts foresee turning of the tide for investors

Wherefore equities in 1978? The perplexing answer is that there are almost as many forecasts as there are investment analysts, and a technical view of the United Kingdom Stock Exchange may produce a different prognosis than that provided by a macro view of the world economy.

In its highly comprehensive and valuable review of equity markets, the Investment Research & Finance Company, de Zoete & Bevan foresees a turning of the tide for investors since the income on the broker's equity fund has increased by more than the rate of inflation for the first time in eight years. Moreover, the income yield on Consols at January 1, 1977, was higher than the rate of inflation for the year—a situation last obtainable in 1972.

The firm's analysts, Mr J. G. Day and Mr Alastair G. Fearn, admit that the outlook for corporate profits is none too encouraging this year, but point out that there are many companies eager to make up the leeway left by past dividend reductions.

They also note that the reverse yield gap between the equity fund and Consols has narrowed further during 1977.

Brokers' views

from 8.2 per cent to 5.3 per cent. The analysts contend that in the present political and inflationary environment, this yield underestimates the probable growth in dividends and by implication equity capital values.

With equities remaining a hedge against long-term inflation, and few signs of a substantial new issues from the private sector, de Zoete believes that equities could outperform Consols in 1978 for the first time in three years.

Laurie, Milbank, in its January monthly estimate sheet, takes a more optimistic stance "because the rate of growth seems to be faltering and the United States stock market is not performing well". Further, the broker is hesitant since it doubts the strength of the United Kingdom recovery against a depressing background for world trade.

More specifically, "United Kingdom exporters will feel the draught of increasing international competition (through the fact that the pound is a weaker currency) and the rate of pick-up in United Kingdom domestic demand is so far proving to be a little disappointing to the optimists."

But the outlook, however, is not entirely bleak. Winners in 1978 may be found

Ray Maughan

European Coal and Steel Community's \$30m issue

Kuwait Investment Company, (SAK), Hill Samuel & Co. Limited, Abu Dhabi Investment Company, Arab African Bank—Cairo, Libyan Arab Foreign Bank, The National Commercial Bank, Saudi Arabia, Societe Generale de Banque SA and Swiss Bank Corporation (Overseas) Limited, announce that they are managing an issue of US\$30m 8 1/2 per cent Notes due February 15, 1983, to be made by European Coal and Steel Community.

The issue will be fixed in the light of market conditions prevailing at the time of offering. Application will be made to list the Notes on the Luxembourg Stock Exchange.

The issue will be principally underwritten by, and placed with, a wide range of Middle Eastern investors.

Union Carbide bonds rating downgraded

New York—Standard & Poor's Corporation said that it had downgraded the rating of Union Carbide Corporation's outstanding issues of sink fund debentures, poll control revenue bonds, industrial development revenue bonds to double A minus from double A.

It said that the denotation change was made in view of reduced earnings and increased total debt. In addition, total debt to capitalization, total liabilities to tangible worth are fairly high. Re-

NatWest liberalizes development loans

National Westminster Bank is increasing the upper limit for its business development loan scheme from £50,000 to £100,000. It is also raising the upper limit for farm development loans by £30,000 to £50,000.

If the business development loan is secured, the current flat rate of interest is 6 1/2 per cent.

Unaudited Results for six months to 30th September 1977

	6 months to 30th September 1977	1976	Year to 31st March 1977
Turnover	18,201	15,952	35,242
Profit before taxation	1,747	2,748	5,317
Profit after taxation	966	1,580	3,091
Earnings per share	7.5p	13.0p	25.5p
Dividend per share	2.0p	1.8p	5.052p

Esperanza Trade and Transport Limited

Copies of Interim Statement may be obtained from: The Secretary, 18, Rood Lane, London EC3M 3AP.



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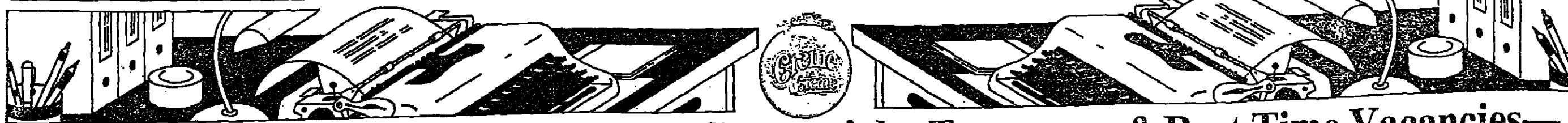
Capitalization and week's change

ACCOUNT DAYS: Dealings Begin, Today. Dealings End, Jan 27. \$ Contango Day, Jan 30. Settlement Day, Feb 7

Forward bargains are permitted on two previous days

(Current market price multiplied by the number of shares in issue for the stock quoted)

[illegible][illegible]



Stepping Stones—Non-Secretarial—Secretarial—Temporary & Part Time Vacancies—

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£3,250 NEG. NO TYPING. NO SHORTHAND. Excellent career prospects working for a small established sporting goods company, driving licence an asset but not essential. Excellent perks including 4 weeks holidays. Age preferred 25-35. Very near Waterloo and London Bridge stations.

ADMIN MANAGER M/F

£4,000 + VERY GOOD SALARY REVIEWS. Excellent position for a person who likes variety with a variety of duties including personnel, client liaison, plus excellent training to further your career on general office administration. Fast speeds no essential. Usual benefits, W.C.I.

JUNIOR P.A.

TO £2,500 + 7.5%. Super position working at Director level dealing with a variety of duties including personnel, client liaison, plus excellent training to further your career on general office administration. Fast speeds no essential. Usual benefits, W.C.I.

RECEPTIONIST/TELEPHONIST

£3,000 + LV. Well groomed and well spoken person required to work in a busy reception area mainly dealing with the general public and enquiries. Typing useful but not essential. Hours 9-6. W.C.I. Very near King's Cross station. Age completely immaterial.

PERSONNEL SERVICES ASSISTANT

£4,000 +. Age 25-30. This world wide company are seeking an assistant to their Personnel Services Manager. The work is interesting and the duties include all the administration of their Central London Office. Typing is necessary but the ability to liaise with people at all levels is important. If you possess a good clerical background, and are seeking a position with job satisfaction, please telephone. Excellent prospects and benefits.

CLERICAL ASSISTANT

£3,000 @ 20 YEARS. Excellent opportunity for someone to progress in a worthwhile career, no experience necessary. Duties include, telephone liaison and general duties. Excellent benefits, LVs, 3 weeks holidays. Near Fenchurch Street Station, E.C.3.

LA CREME DE LA CREME

COSMETICS, W.1
Chairman of major British Cosmetics company needs a second Secretary with an outgoing personality and a sense of humour. Excellent audio typing skills essential. No shorthand, Salary £3,500 neg. + top benefits.

PERSONAL ASSISTANT AGED 21+

Senior Executive of major Anglo-American Corporation requires P.A. with impeccable secretarial skills to run him and his office. Tact and a good social manner are needed as dealing with clients is an important part of the role. Salary £3,800 + a bonus and unusually generous benefits.

Please telephone Elizabeth Hunt
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Fascinating, varied and demanding job for the right person who will be working as a team with the Chairman and his Assistant. We are an active and expanding medium sized group of companies in shipping, transport and insurance. Fast audio typing essential, but not a major part of the job. Salary circa £4,000 plus bonus, LVs, contributory pension scheme. Hours 9 to 5 pm.

ALAN THOMSON, 626 6454.

£4,500 neg
Italian/English speaking Secretary/P.A. for English shorthand only for new chairman of E.C.2. Insurance company. Mortgage facilities available.

£4,000-neg
Secretary shorthand typist, 25+ for Vice-President of an American Bank in E.C.2. Excellent fringe benefits.

£4,000+
Audio secretary 22-35 for E.C.2. Bankers, 4 weeks holiday, subsidised mortgage scheme, etc.

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French/English secretary 20's with French and English shorthand for the Manager of an E.C.2 Bank.

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£3,500 to £4,500
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For Director of Overseas Trading Company in small West End office. Must be adaptable, able to type, use fax, and run office in Director's absence. Salary negotiable.
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£3,500 to £4,500
We have several well paid bookkeeping vacancies in London and the South East. Duties include bookkeeping, invoicing, and general office work. Conditions, RV, AT, 350.

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One of our Executives will gladly call to see you to discuss your requirements and ensure that we have all the information necessary to find the right applicant for your vacancy in the shortest possible time. If you have a vacancy or an ongoing Recruitment need, please us now and let Keystone Work For You!

Whether you are looking for a job or you are an employer seeking the right kind of staff, you owe it to yourself to read this advertisement and contact the Keystone Organisation. We are one of London's largest privately owned Employment Agencies and our success in business depends entirely on our respect for placing the right people in the right jobs. Towards this aim we really work on behalf of clients and applicants seeking for a solution to their problems.

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They are automatically circulated to all our branches within three to four working hours. As all of our branches are situated in Main Line Stations, it enables us to give a first class service to all companies in the central London area.

TEMPORARY STAFF
Thanks to a Centralised System for the control of Temporary Staff, we are able to offer top quality Temps at very competitive terms. A phone call will prove just how competitive we are!

2 WEEKS FREE TRIAL!
Yes, our highly competitive terms even include a remarkable 2 weeks free trial for all staff. This enables you to have more time to judge, in actual working conditions, the suitability of the employee you have selected.

While our branches can accommodate all enquiries and have established Specialised Divisions covering the Accounting, Legal and Shipping Fields, Despite the development of our extensive range of 'Sophisticated' services, we have remained flexible enough to modify any one of these and indeed, to introduce new ones to meet the needs of an ever-changing Market.

A JOB CONTROL DEPARTMENT
This has been set up as a direct result of requests from certain Companies to enable them to save a vast amount of interviewing and telephone time. All applications from every branch are recorded at our Central Control Office and short list of suitable staff is drawn up to meet your requirements, thus giving you the opportunity to make all the necessary interview appointments from one source.

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Whether you are looking for a job or you are an employer seeking the right kind of staff, you owe it to yourself to read this advertisement and contact the Keystone Organisation. We are one of London's largest privately owned Employment Agencies and our success in business depends entirely on our respect for placing the right people in the right jobs. Towards this aim we really work on behalf of clients and applicants seeking for a solution to their problems.

WE HAVE BRANCHES CLOSE TO THE FOLLOWING STATIONS:

ALDgate
ANGEL
BAKER STREET
BANK
CHANCERY LANE
CANNON STREET

EASTON
FARRINGTON ROAD
HIGGATE
HOLBORN
KINGS CROSS
LIVERPOOL STREET

LONDON BRIDGE
MANCHESTER
OXFORD CIRCUS
RUSSELL SQUARE
ST JAMES'S

ST PAUL'S
ST PANCRAS
TOTTENHAM COURT ROAD
VICTORIA
WATERLOO

PHONE 01-278 4141 FOR YOUR NEAREST BRANCH
If these jobs do not appeal to you and you are looking for a new position/career, why not call us for FREE ADVICE

SECRETARY
to Chief Surveyor
£4,000 p.a.
Required for Chief Surveyor of Public Property Company in the West End. Competent Secretary with good shorthand and typing speeds. Must be able to supervise audio typists within the department.
Write, giving full details to
BOX 0352 K, THE TIMES

RARE GEM FOR RARE JOB
£4,500
The Owner/M.D. of this small, highly successful TV and Film production company requires a special P.A./Organising genius (24+) to completely run his hectic, busy office and on "shoots" to attend meetings with top clients, etc. 10% sh/ typing. Sense of humour and a sense of fun essential. Salary £4,500 + bonus and excellent benefits.

CHAIRMAN'S P.A.
INT'L WINE CO.
Up to £4,000 +
First class P.A. (24+) for really top job. Golden opportunity for a dynamic young woman to work for a dynamic young MD of a large manufacturing company. The job is exciting and challenging and offers a real opportunity for career advancement. Salary £4,000 + bonus and excellent benefits.

ACTION SECRETARIES
437 8948
We are London's most popular and successful Recruitment Consultants. We are now looking for a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

AMERICAN BANK
To £4,000 + Mortgage
Charming Director of International Bank needs a dynamic young woman to join his team and help him to run his business. Salary £4,000 + bonus and excellent benefits.

Want to get into Publishing?
We are a small, friendly publishing house in SW11 and need a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

RECEPTIONIST/TELEPHONIST
£3,500
Use your sunny personality to help with clients face to face and on the phone. You will be well paid and have a great time. Salary £3,500 + bonus and excellent benefits.

ADMINISTRATIVE APPOINTMENT
Assistant to the Junior Organisation Secretary. Required to organise meetings, conferences and functions for young secretaries. Salary £3,500 + bonus and excellent benefits.

COMMERCIAL ASST. WITH SOME GERMAN
Executive responsible for the day to day running of a medium sized W.C.I. firm. Must be able to handle client contact and have a good knowledge of German. Salary £4,000 + bonus and excellent benefits.

INTERVIEWER
£5,000 (training offered)
We are a W.I. Secretarial Employment Agency and are looking for a go-ahead young person to help us to find the right people for our clients. Salary £5,000 + bonus and excellent benefits.

RECEPTIONIST
Experience not essential
Telephone 734 2242/3.

MAINLINE
requires
RECEPTIONIST
Experience not essential
Telephone 734 2242/3.

RECEPTIONIST
£3,500
Use your sunny personality to help with clients face to face and on the phone. You will be well paid and have a great time. Salary £3,500 + bonus and excellent benefits.

ADMINISTRATIVE APPOINTMENT
Assistant to the Junior Organisation Secretary. Required to organise meetings, conferences and functions for young secretaries. Salary £3,500 + bonus and excellent benefits.

NON-SECRETARIAL

SWITZERLAND-AUSTRIA

Lady Governess

Required for 8-year-old lively and intelligent boy. Responsible and well educated person desired. Having good English accent, aged about 25-35. Pleasant surroundings, good salary. Candidates will be interviewed for more than 1 year and having some knowledge of German will be preferred but not essential.
Apply in writing to: Mrs. Weber, Rämistrasse 18 8001 Zurich.

PERSONNEL OPPORTUNITY

If you have a logical and lively mind and are also a good typist, you will find this a most interesting and challenging job. We are looking for a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

QUALIFIED HOME ECONOMIST

required by Slimming Magazine for a varied and interesting job, including creative cooking, food presentation and general home management. Good salary and excellent benefits.

RECEPTIONIST

Wanted for busy office of private college. Friendly atmosphere, good salary and excellent benefits.

SECRETARIAL

MARKETING + SALES
£3,500
Tackle more than secretarial duties as you co-ordinate a team of sales staff. Good salary and excellent benefits.

ADVERTISING/TV COMMERCIALS

As the dynamic account executive, you will be responsible for the day to day running of a medium sized W.C.I. firm. Must be able to handle client contact and have a good knowledge of German. Salary £4,000 + bonus and excellent benefits.

FED UP WITH BEING A SECRETARY?

The dynamic team of this management firm is a sales and marketing team. We are looking for a dynamic young person to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

TRAVEL/TOUR OPERATORS

Help us to run a successful travel and tour company. Good salary and excellent benefits.

AUDIO SECRETARY

Part of well established property consultancy needs a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

SECRETARIAL

SOUTH KENSINGTON

Secretary with 5-6 years experience required for a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

P.A./CONSUMER RELATIONS

Arranging and attending seminars and conferences in the field of consumer relations. Good salary and excellent benefits.

SEC. IN P.R.

Join this small young P.R. company and you will be in touch with the latest news and events. Good salary and excellent benefits.

GREAT CHANCE TO USE YOUR SPANISH

Two senior executives in the Spanish market are looking for a dynamic young woman to join their team and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

WHEN YOU WANT THE EARLY

It's a good feeling to know there's a warm welcome, lovely surroundings and the best of all, a good salary and excellent benefits.

JOINT SECRETARIAL BUREAU

Recruitment Consultants. We are looking for a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

STAFF WELFARE

Your expectations can be met by this exciting young company. Good salary and excellent benefits.

FILM

Top calibre executive secretary for a dynamic young company. Good salary and excellent benefits.

JAYCAR CAREERS

Recruitment Consultants. We are looking for a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

THAT IMPROVED FEELING

Join an important office for the Director of 170 shops to help with the day to day running of the company. Good salary and excellent benefits.

SECRETARIAL

PUBLIC RELATIONS

We are seeking an "out of the box" person to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

MEET THE PRESS

There's an opportunity to join a dynamic young company and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

ADVERTISING

Exciting opportunity for bright, well-educated young woman to join the busy world of advertising. Good salary and excellent benefits.

SENIOR SECRETARY

A thriving firm of Chartered Accountants with offices in London and the South East is looking for a dynamic young woman to join their team and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

EXECUTIVE SEC

Utilise your amazing people power with this rising young executive. Good salary and excellent benefits.

CHURCHILL PERSONNEL

Recruitment Consultants. We are looking for a dynamic young woman to join our team and help us to find the right people for our clients. Salary £4,000 + bonus and excellent benefits.

SECRETARY/SHORTHAND TYPIST

Required by West End Property Consultants. Age 20-25 years. £3,000/£3,500 p.a. Phone R. C. BACCHUS 01-493 2803

SPINKS

require constant Secretary/Assistant in the Bank Note Department. Need excellent speed and good memory for dealing with clients. Telephone Michael Clarkson, 01-30 7828.

VICE-PRESIDENT NEEDS SECRETARY

A prestigious post for a dynamic young woman to join the busy world of a Vice-President. Good salary and excellent benefits.

PROMOTIONS

Help promote the sales of a dynamic young company. Good salary and excellent benefits.

SECRETARIAL

TRAVEL

Young Sec. £3,600
Famous Travel Group seeking a dynamic young woman to join their team and help them to find the right people for their clients. Salary £3,600 + bonus and excellent benefits.

SECRETARY W.I.

Secretary required for small expanding firm of secretaries in South Molton St. Age 18-25 with good shorthand. 4 weeks holiday. Salary £3,800 p.a. be more for 18-25. 01-429 1089

HOTEL PROMOTIONS

This top position is a real opportunity to do with the promotion of a well-known international hotel chain. You'll be in touch with the latest news and events. Good salary and excellent benefits.

REAR NO EVIL!

I'm sure you won't be working for this delightful director as you'll be too busy to find a job. Good salary and excellent benefits.

EDITORIAL SECRETARY/P.A.

You'll be working for a dynamic young company and helping them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

PRESTIGIOUS P.A.

Your expectations can be met by this exciting young company. Good salary and excellent benefits.

THE MUSIC BUSINESS

This is the opportunity you have been waiting for. Join a dynamic young company and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

ASSIST INTERNATIONAL DIRECTOR

Excellent opening for independent minded Secretary/Assistant to work in an office smoothly. Active and dynamic young woman. Salary £4,000 + bonus and excellent benefits.

INVOLVE YOURSELF IN PERSONNEL

Challenging and rewarding role in the personnel department of a large, West End based company. Good salary and excellent benefits.

SPANISH SPEAKING SECRETARY

Required by a dynamic young company. Good salary and excellent benefits.

SECRETARIAL

CAR GRAZ

PA/SEC £3,600
Excellent position, red prices, LVs and a great bonus. Excellent skills are a must. Salary £3,600 p.a. be more for 18-25. 01-429 1089

Partner's Sec

Interesting opportunity for a dynamic young woman to join a firm of secretaries in South Molton St. Age 18-25 with good shorthand. 4 weeks holiday. Salary £3,800 p.a. be more for 18-25. 01-429 1089

NEWSPAPE PRESENTATION

Plan and attend A.S. and L.A. and get involved in the presentation of the newspaper. Good salary and excellent benefits.

ASSISTANT S ADMINISTRATOR

Your outgoing personality will be rewarded as you work for a dynamic young company. Good salary and excellent benefits.

FORGET SHOR

Become a part of a dynamic young company and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

UNUSUAL CA

After a period of 10 years in the same job, you are now looking for a new challenge. Good salary and excellent benefits.

WORK WITH A MAJOR CINE

Love to work for a dynamic young company and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

PERSONNEL OI IN FASHI

W.I. Fashion group requires a dynamic young woman to join their team and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

EXECUTIVE SEC

Large, well-known company requires a dynamic young woman to join their team and help them to find the right people for their clients. Salary £4,000 + bonus and excellent benefits.

SECRETARY 25+

Wanted for a dynamic young company. Good salary and excellent benefits.

